UNITED NATIONS

ST

Secretariat

ST/IC/1990/5
9 January 1990

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: APPOINTMENTS, PROMOTIONS AND OTHER STAFF CHANGES

1. The present information circular contains a listing of the appointments, promotions, secondments, returns from secondment, mission/field assignments and separations from service of staff in the Professional category and above which were reported to the Planning and Information Section, Office of Human Resources Management, during the period 1 April to 30 June 1989. The present circular also contains a listing of personnel movements under the vacancy management and staff redeployment system. Staff changes that have taken place during the period covered by the circular but have not yet been reported to the Planning and Information Section are not included. Such changes will be reported in future issues of this circular.

2. Any necessary corrections to the information contained in this circular should be indicated in the space provided below with appropriate comments and returned to the Planning and Information Section, room S-2465, THROUGH THE EXECUTIVE OR ADMINISTRATIVE OFFICER of the department or office.

**Information in question :**

| | |
|---|---|
| **Page :** | **Name :** |

**Correction (where applicable) :**

| | |
|---|---|
| **Name : (Mr.) (Mrs.) (Miss) (Ms)** | |
| **Functional Title :** | |
| **Nationality :** | **Department :** |
| **Grade :** | **Effective Date :** |

**Comments :** _____

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**Executive/Administrative Officer**

90-00500

# PERSONNEL MOVEMENTS

(April - June 1989)

## Appointments

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **EVTEEV,Mr SVENELD**<br>Assistant Executive Director | U S S R | ASG | UNEP |
| **LA MUNIERE,Mr CHARLES-HENRI**<br>Director | U S A | D-2 | SPQRCDT |
| **DAHL,Mr ARTHUR L**<br>Deputy Director | U S A | D-1 | UNEP |
| **HONSOWITZ,Mr HERBERT**<br>Director, Information Centre | Germany F R of | D-1 | UNOV |
| **KURUNERI,Mr ESROME T**<br>Chief | Zimbabwe | D-1 | ECA |
| **SAFRONOV,Mr SERGEI**<br>Chief of Section | U S S R | D-1 | UNCTAD |
| **YE,Mr SHANGCHUN**<br>Principal Officer | China | D-1 | UNCTAD |
| **KONEVSKY,Mr ANATOLY A**<br>Senior Statistician | U S S R | P-5 | IESA |
| **LAVALLE-VALDES,Mr ROBERTO**<br>Senior Legal Liaison Officer | Guatemala | P-5 | UNOV |
| **SCHONFELD,Mr GUNTER**<br>Senior Legal Officer | Germany F R of | P-5 | OLA |
| **TSAREV,Mr VICTOR**<br>Chief of Section | U S S R | P-5 | PSCA |
| **ALASANIYA,Mr TIMUR**<br>Political Affairs Officer | U S S R | P-4 | DDA |
| **ARNESEN,Miss JAN KRISTIN**<br>Art Presentation Officer | U S A | P-4 | DPI |
| **BLOMGREN,Mr LARS ALVAR**<br>Legal Officer | Sweden | P-4 | UNOV |
| **BROSNAKOVA,Miss TATIANA**<br>Political Officer | Czechoslovakia | P-4 | PSCA |
| **FURMAN,Mr STANISLAW**<br>Human Settlements Officer | Poland | P-4 | UNCHS |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Appointments

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **HEREDIA-PEREZ,Mr JULIO**<br>Social Affairs Officer | Cuba | P-4 | UNOV |
| **KAMBALOV,Mr SERGEI L**<br>Economic Affairs Officer | U S S R | P-4 | IESA |
| **MAKONNEN,Mr ALEMAYEHU**<br>Political Affairs Officer | Ethiopia | P-4 | PSCA |
| **VOITENKOV,Mr ALEXANDR**<br>Interpreter | U S S R | P-4 | GENEVA |
| **ZELENOV,Mr VLADIMIR**<br>Secretariat Services Officer | U S S R | P-4 | OPGS |
| **ARTIGAS,Mrs CARMEN**<br>Legal Officer | Uruguay | P-3 | ECLAC |
| **CHABBAT,Mrs JACQUELINE**<br>Translator | Australia | P-3 | CS |
| **DAMBORG,Mr FLEMMING**<br>Engineer | Denmark | P-3 | UNCS |
| **DAMMANN,Mr BURKHARD**<br>Social Affairs Officer | Germany F R of | P-3 | UNOV |
| **DER-PETROSSIAN,Mr BARIS**<br>Human Settlements Officer | Iraq | P-3 | UNCHS |
| **FERRARO,Mr CARLO ALBERTO**<br>Economic Affairs Officer | Italy | P-3 | ECLAC |
| **GRAHAM,Miss GAEL**<br>Social Affairs Officer | U S A | P-3 | UNOV |
| **GRIEGER,Mr WOLFGANG**<br>Political Affairs Officer | German Dem Rep | P-3 | OPGS |
| **JUAREZ,Miss FATIMA**<br>Population Affairs Officer | Mexico | P-3 | IESA |
| **LAPTEV,Mr BORIS**<br>Budget Officer | U S S R | P-3 | AMOPPBF |
| **LOIAL,Mr TERSELI**<br>Legal Officer | France | P-3 | OLA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Appointments

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **MATHEWS,Mr JOSEPH OOTTUKULAM**<br>Programme Analyst | U S A | P-3 | UNJSPF |
| **MOSKALENKO,Mr VALERI IVANOVICH**<br>Economic Affairs Officer | U S S R | P-3 | TCD |
| **OGNIVTSEV,Mr VICTOR I**<br>Economic Affairs Officer | U S S R | P-3 | UNCTAD |
| **OSSEIRAN,Ms HUDA**<br>Translator | Lebanon | P-3 | ESCWA |
| **RWEYEMAMU,Mrs SYLVANA**<br>Staff Welfare Officer | Cote d'Ivoire | P-3 | ECA |
| **SCHULTZ,Miss VICTORIA V**<br>Television Producer | U S A | P-3 | DPI |
| **SERVIANOV,Mr VLADIMIR V**<br>Economic Affairs Officer | U S S R | P-3 | TCD |
| **TANKOU,Mr MAURICE**<br>Economic Affairs Officer | Cameroon | P-3 | ECA |
| **VILUKSELA,Mr PENTTI**<br>Chief of Service | Finland | P-3 | ECA |
| **VOLKOV,Mr OLEG V**<br>Statistician | U S S R | P-3 | IESA |
| **WIJNGAARDE-MAHAJAN,Mrs INEZ**<br>Social Affairs Officer | Suriname | P-3 | UNOV |
| **ANDERSEN,Miss GRY**<br>Assoct Information Officer | Norway | P-2 | DPI |
| **ANTTINEN,Mr PERTTI J**<br>Professional Assistant | Finland | P-2 | UNEP |
| **CAI,Mr LIJIAN**<br>Assoct Translator | China | P-2 | CS |
| **CHADWICK,Mrs INGRID**<br>Assoct Programme Management Officer | Chile | P-2 | ECLAC |
| **ESONO,Mr ANGUESOMO ESTANISLAO**<br>Associate Officer | Equatl Guinea | P-2 | UNCHS |



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# PERSONNEL MOVEMENTS

(April - June 1989)

## Appointments

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **FOSSE,Ms GUDRUN**<br>Assoct Disaster Relief Coordination Officer | Norway | P-2 | UNDRO |
| **FRISHMAN,Mrs DIANE**<br>Assoct Translator | U S A | P-2 | ECLAC |
| **FROSETH,Mr RUNE**<br>Assoct Programmer | Norway | P-2 | GENEVA |
| **FUJIKAWA,Mr KIYOSHI**<br>Assoct Programme Co-ordinator | Japan | P-2 | IESA |
| **GABRIELE,Mr ALBERTO**<br>Assoct Economic Affairs Officer | Italy | P-2 | IESA |
| **GOTO,Ms KYOKO**<br>Assoct Programmer-Analyst | Japan | P-2 | UNCTAD |
| **HANSEN,Mr TORSTEIN**<br>Assoct Accountant | Norway | P-2 | UNJSPF |
| **KRISTIANSEN,Mrs NORA-LISA**<br>Assoct Accountant | Norway | P-2 | AMOPPBF |
| **LECOMTE,Miss LUCIE**<br>Proofreader | Canada | P-2 | CS |
| **MITTERMANN,Mr GLENN**<br>Assoct Social Affairs Officer | U S A | P-2 | UNOV |
| **MORAGA,Mr MAXIMILIANO**<br>Proofreader | Chile | P-2 | GENEVA |
| **PIUCCI,Ms JOANNA**<br>Proofreader | U S A | P-2 | CS |
| **STROHMANN,Mr CHRISTIAN-HOLGER**<br>Assoct Information Officer | Germany F R of | P-2 | UNCHS |
| **THORUP,Miss HELENE**<br>Assoct Information Officer | Denmark | P-2 | DPI |
| **VLASSIS,Mr DIMITRIOS**<br>Assoct Social Affairs Officer | Greece | P-2 | UNOV |
| **YANG,Mr XIAOPING**<br>Assoct Translator | China | P-2 | GENEVA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Appointments

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **ZHANG,Miss YING**<br>Assoct Interpreter | China | P-2 | CS |
| **ZHAO,Mr JIAZHI**<br>Assoct Translator | China | P-2 | GENEVA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **RWAMBUYA,Mr JOHN GASTER**<br>Director | Uganda | D-2 | AMOPPBF |
| **SOMMEREYNS,Mr RAYMOND E**<br>Senior Adviser | Belgium | D-2 | UNIIMO |
| **ABDUNNUR,Mr LABEEB**<br>Chief of Division | U S A | D-1 | ESCWA |
| **ABIODUN,Mr ADIGUN ADE**<br>Chief of Section | Nigeria | D-1 | PSCA |
| **ADEDE,Mr ANDRONICO O**<br>Deputy Director | Kenya | D-1 | OLA |
| **BASNAYAKE,Mr SRINATH S**<br>Deputy Director | Sri Lanka | D-1 | OLA |
| **BLANCHARD,Mr DANIEL**<br>Secretary of the Commission | U S A | D-1 | ECLAC |
| **BOOTHBY,Mr DEREK**<br>Principal Officer | United Kingdom | D-1 | DDA |
| **CUDDY,Mr JOHN DAVID**<br>Deputy Chief | Canada | D-1 | UNCTAD |
| **FAHMY,Mr BAHA I**<br>Chief of Section | Egypt | D-1 | CS |
| **FLANAGAN,Mr JOSEPH**<br>Senior Co-ordinator | U S A | D-1 | UNJSPF |
| **GURRIERI,Mr ADOLFO**<br>Chief of Division | Argentina | D-1 | ECLAC |
| **GURUNLIAN,Mr JEAN**<br>Chief of Service | Switzerland | D-1 | UNCTAD |
| **HALBWACHS,Mr JEAN-PIERRE**<br>Acting Chief of Service | Mauritius | D-1 | AMOPPBF |
| **ION,Mr NICOLAE**<br>Chief of Section | Romania | D-1 | PSCA |
| **JABBAR,Mr KAMIL Y**<br>Chief of Division | U S A | D-1 | ESCWA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **KHAN,Mr SARBULAND**<br>Special Assistant to the U-S-G | Pakistan | D-1 | IESA |
| **LAUX,Mrs INGRID**<br>Medical Director | Germany F R of | D-1 | AMOHRM |
| **MOHSEN,Mr MOHAMAD MARWAN**<br>Chief of Division | Lebanon | D-1 | ESCWA |
| **NAKACHI,Mr MASAO**<br>Chief of Service | Japan | D-1 | DPI |
| **PACE,Mr JOHN P**<br>Chief | Malta | D-1 | HR |
| **QADRUD-DIN,Mr MIAN**<br>Director, Information Centre | Pakistan | D-1 | DPI |
| **ROWE,Mr SYLVESTER E**<br>Chief of Service | Sierra Leone | D-1 | DPI |
| **RUFFING,Mr KENNETH**<br>Assistant Director | U S A | D-1 | IESA |
| **SANTAMARIA,Mr HORACIO**<br>Chief | Argentina | D-1 | ECLAC |
| **SARR,Mr MAKHAN DADO**<br>Chief of Division | Senegal | D-1 | ECA |
| **TAJIMA,Mr MIKIO**<br>Chief of Branch | Japan | D-1 | TCD |
| **TIEWUL,Mr SYLVANUS A**<br>Deputy Director | Ghana | D-1 | AM |
| **TITOV,Mr ALEXANDRE K**<br>Chief of Service | U S S R | D-1 | CS |
| **WALDHEIM-NATURAL,Ms LISELOTTE**<br>Chief of Service | Austria | D-1 | GENEVA |
| **WARNER,Mr GRAEME**<br>Chief of Service | Australia | D-1 | DPI |
| **WONG,Mr JOHN KWONG CHUNG**<br>Deputy Director | Malaysia | D-1 | DPI |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **YU,Mr YEUN-CHUNG**<br>Chief of Branch | China | D-1 | IESA |
| **ABRENICA,Mrs ELLEN**<br>Senior Conference Affairs Officer | Philippines | P-5 | CS |
| **ACAKPO-SATCHIVI,Mr JOSEPH VINCENT**<br>Senior Secretariat Services Officer | Togo | P-5 | OPGS |
| **AGUIRRE,Mr ARSENIO**<br>Senior Statistician | Ecuador | P-5 | ECLAC |
| **AL-MUGHAIRY,Ms LYUTHA SULTAN**<br>Chief of Section | Oman | P-5 | ORCI |
| **ANABTAWI,Mr MUNZER**<br>Senior Human Rights Officer | Jordan | P-5 | HR |
| **BALDIE,Mr WILLIAM JAMES**<br>Deputy Executive Officer | New Zealand | P-5 | AM |
| **BELOBORODOV,Mr OLEG**<br>Senior Translator | U S S R | P-5 | CS |
| **BERGLIND,Mr STIG K**<br>Director, Information Centre | Sweden | P-5 | DPI |
| **BOURJOLLY,Mr GUY M**<br>Chief of Unit | U S A | P-5 | TCD |
| **BUCHT,Ms BIRGITTA**<br>Acting Chief of Section | Sweden | P-5 | IESA |
| **BUO,Mr SAMMY KUM**<br>Senior Political Affairs Officer | Cameroon | P-5 | DDA |
| **CELELLA,Mr PHILIP STEPHEN**<br>Chief of Section | U S A | P-5 | AMOGS |
| **COHEN,Mr ISAAC**<br>Chief of Office | Guatemala | P-5 | ECLAC |
| **DAY,Mr GALE UNGER**<br>Senior Programme Officer | U S A | P-5 | UNOV |
| **DEVLIN,Mr ROBERT T**<br>Senior Economic Affairs Officer | U S A | P-5 | ECLAC |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **EL-AMIR,Mr AYMAN MOHAMED**<br>Director, Information Centre | Egypt | P-5 | DPI |
| **EL-DJOUNDI,Mr LOUAY**<br>Director, Information Centre | Syrian Arab Rp | P-5 | DPI |
| **FERRARI,Mr GILBERT JACQUES**<br>Chief of Office | France | P-5 | UNJSPF |
| **FORMAN,Mrs LEONA**<br>Chief of Unit | Brazil | P-5 | DPI |
| **GALLIS-QUEDNAU,Mrs MARION**<br>Senior Economic Affairs Officer | Germany F R of | P-5 | UNCTAD |
| **GOLO,Mr ALLY BOUNA**<br>Deputy Chief | Chad | P-5 | ECA |
| **GONZALEZ PRATS,Mrs MARTHA**<br>Senior Translator | Uruguay | P-5 | CS |
| **GONZALEZ-LINARES,Mr JUAN**<br>Senior Translator | Uruguay | P-5 | CS |
| **GOULD,Mr ROBERT**<br>Senior Economic Affairs Officer | U S A | P-5 | ECLAC |
| **HADI,Mr ABDULLAH**<br>Senior Programme Management Officer | Afghanistan | P-5 | UNEP |
| **HERMAN,Mr BARRY M**<br>Senior Economic Affairs Officer | U S A | P-5 | IESA |
| **HUSSEINI,Mr IBRAHIM A**<br>Officer-in-Charge | Jordan | P-5 | ESCWA |
| **JOHANSEN,Mr BJORN**<br>Chief of Section | Denmark | P-5 | AMOGS |
| **JORGENSEN RUBBO,Mrs TINA**<br>Chief of Section | Australia | P-5 | DPI |
| **KABBAH,Mrs PATRICIA LUCY**<br>Special Assistant | Sierra Leone | P-5 | SPQRCDT |
| **KASSEM,Mr ZIAD K A**<br>Chief of Unit | Syrian Arab Rp | P-5 | ESCWA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **LA FUENTE,Mr MARIO**<br>Senior Economic Affairs Officer | Bolivia | P-5 | ECLAC |
| **LIONDJO,Mr FATAKI**<br>Officer-in-Charge | Zaire | P-5 | UNCTAD |
| **LOIR,Mr THEO**<br>Director, Information Centre | Belgium | P-5 | DPI |
| **MACDOUGALL,Mrs ELSPETH**<br>Chief of Section | United Kingdom | P-5 | DPI |
| **MALCOLM,Miss MARGUERITE**<br>Chief of Section | U S A | P-5 | CS |
| **MARKHAM,Mrs SUSAN**<br>Chief of Section | New Zealand | P-5 | DPI |
| **MCANDREW,Mr THOMAS**<br>Senior Finance Officer | Ireland | P-5 | AMOPPBF |
| **NATALE,Ms MARTHA**<br>Senior Personnel Officer | Argentina | P-5 | AMOHRM |
| **PEREIRA VIANNA,Mr JUAN JOSE**<br>Senior Economic Affairs Officer | Uruguay | P-5 | ECLAC |
| **SALIBA,Mr MILAD**<br>Chief of Section | Lebanon | P-5 | ESCWA |
| **SCHMIDT,Mr DENIS**<br>Chief of Unit | France | P-5 | UNEP |
| **STOPFORD,Mr MICHAEL JOHN**<br>Executive Assistant | United Kingdom | P-5 | GENEVA |
| **TABATABAI,Mrs ZOHREH**<br>Chief of Section | Iran Islam Rep | P-5 | DPI |
| **TOWNSEND,Ms NARELLE**<br>Chief of Section | Australia | P-5 | AMOGS |
| **WARBURTON,Miss ELIZABETH**<br>Senior Translator | United Kingdom | P-5 | CS |
| **WERNER,Mr MITCHELL**<br>Senior Information Officer | U S A | P-5 | DPI |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **YOUNES,Miss NADIA M**<br>Deputy Spokesman for the Secretary-General | Egypt | P-5 | DPI |
| **ZHIGALOV,Mr VLADIMIR**<br>Senior Translator | U S S R | P-5 | CS |
| **ABBAS,Mr ABDALLA**<br>Economic Affairs Officer | Sudan | P-4 | UNCTAD |
| **ABRAMOV,Mr ANDREI V**<br>Classification Officer | U S S R | P-4 | AMOHRM |
| **ACEBES DEL RIO,Mr FRANCISCO**<br>Chief of Section | Spain | P-4 | GENEVA |
| **ADAM,Miss AMINA**<br>Social Affairs Officer | Somalia | P-4 | ESCWA |
| **AKYUZ,Mr YILMAZ**<br>Economic Affairs Officer | Turkey | P-4 | UNCTAD |
| **ARNAULT,Mr JEAN**<br>Interpreter | France | P-4 | CS |
| **BARDALLO-VIVERO,Ms GRACIELA**<br>Translator | Uruguay | P-4 | CS |
| **BARTOSCH,Ms VLADISLAVA**<br>Systems Analyst | Germany F R of | P-4 | AMOGS |
| **BEHAN,Ms BRENDA A**<br>Translator | U S A | P-4 | CS |
| **BEN YAHMED,Mr JAMELEDDINE**<br>Press Officer | Tunisia | P-4 | DPI |
| **BILGER,Mr JOACHIM**<br>Liaison Officer | Germany F R of | P-4 | AM |
| **BLOOMMESTEIN,Mr ERIK**<br>Economic Affairs Officer | Netherlands | P-4 | ECLAC |
| **BONELLO,Mr MICHAEL**<br>Economic Affairs Officer | Malta | P-4 | UNCTAD |
| **BRZAKOVITCH,Mr DOMINIQUE GEORGES**<br>Translator | France | P-4 | CS |

# PERSONNEL MOVEMENTS

(April - June 1989)

otions

| Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **NETT,Mrs MARGUERITE**<br>tems Analyst | Guyana | P-4 | AMOGS |
| **POS,Mr JAVIER**<br>erpreter | Spain | P-4 | CS |
| **RIF,Mr LAMINE**<br>n lator | Tunisia | P-4 | CS |
| **NE-THOMAS,Mr RANSFORD**<br>ef of Unit | Gambia | P-4 | DPI |
| **SAINT-ROBERT,Mrs MARIE-JOSEE**<br>minologist | France | P-4 | GENEVA |
| **TTA,Mr ALASSANE**<br>nslator | Senegal | P-4 | CS |
| **CHOV,Mr SERGEI**<br>nslator | U S S R | P-4 | CS |
| **UDEN,Mr SELMAN**<br>an Settlements Officer | Turkey | P-4 | UNCHS |
| **L,Mr AMADOU**<br>nslator | Senegal | P-4 | ECA |
| **,Mr WAI-TSU**<br>io Producer | U S A | P-4 | DPI |
| **HAT-HAMIDA,Mr RACHID**<br>nslator | Algeria | P-4 | CS |
| **IRE,Mrs BEATRIZ**<br>gramme Officer | Chile | P-4 | ECLAC |
| **EZ,Mr VICTOR-LUIS**<br>erpreter | Spain | P-4 | CS |
| **LLEN,Mr PEDRO**<br>ef of Unit | Mexico | P-4 | DPI |
| **FMAN,Ms KATHERINE**<br>tor | U S A | P-4 | CS |
| **AIDAN,Mrs FARIDA**<br>rarian | U A Emirates | P-4 | CS |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **KAVANAGH,Mr JOHN P**<br>First Officer | Ireland | P-4 | EOSG |
| **KHAN,Miss ROBINA**<br>Economic Affairs Officer | Pakistan | P-4 | DIEC |
| **KLEE,Mr PAUL**<br>Television Producer | U S A | P-4 | DPI |
| **KOKINE,Mr MIKHAIL**<br>Environment Management | U S S R | P-4 | ECE |
| **LAU,Mr CHUEN-HING**<br>Translator | United Kingdom | P-4 | ESCAP |
| **LIM,Mr EMIL U**<br>Chief of Unit | China | P-4 | UNEP |
| **LINARDO,Ms BARBARA T**<br>Chief of Unit | U S A | P-4 | AMOPPBF |
| **LIRA,Mrs MONICA**<br>Translator | Chile | P-4 | CS |
| **LONGUEIRA,Mrs MARIA DEL CARMEN**<br>Administrative Officer | Spain | P-4 | IESA |
| **LU,Mr HSUEH-CHOU**<br>Translator | China | P-4 | CS |
| **MACKBY,Ms JENIFER**<br>Political Affairs Officer | U S A | P-4 | DDA |
| **MACKINTOSH,Ms KATHARINE**<br>Editor | United Kingdom | P-4 | OPGS |
| **MANSOUR,Mr ANTOINE**<br>Industrial Development Officer | Stateless | P-4 | ESCWA |
| **MARTINOVIC,Mr ALEKSANDAR**<br>First Officer | Peru | P-4 | SPA |
| **MATTHEW,Ms SUSAN**<br>Administrative Officer | United Kingdom | P-4 | AMOGS |
| **MCCUSKER,Mr JOSEPH**<br>Chief of Unit | U S A | P-4 | DPI |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **MILEV,Mr GABRIEL**<br>Interpreter | Bulgaria | P-4 | CS |
| **MOHAMED,Mr OSAMA MUSTAFA**<br>Translator | Sudan | P-4 | ESCWA |
| **MOKGETHI,Mrs SHALA SHEILA**<br>Information Officer | South Africa | P-4 | DPI |
| **MOLLER RIZO,Mrs INGEBORG**<br>Interpreter | Colombia | P-4 | CS |
| **MOREAU,Mrs JANINE**<br>Verbatim Reporter | France | P-4 | CS |
| **MORITA-LOU,Ms HIROKO**<br>Scientific Affairs Officer | Japan | P-4 | UNCSTD |
| **NSIMBA,Mr EDOUARD**<br>Economic Affairs Officer | Angola | P-4 | ESCWA |
| **PHANCHET,Mr SUPHAWAT**<br>Medical Officer | Thailand | P-4 | ESCAP |
| **PRAT-VINCENT,Mr CHRISTIAN**<br>Translator | Belgium | P-4 | CS |
| **REFOLO,Mrs PAULA**<br>Information Officer | U S A | P-4 | DPI |
| **REMISHEVSKY,Mr MECHISLAV M**<br>Translator | U S S R | P-4 | ESCAP |
| **REZENDE,Mr MAURICIO**<br>Investment Officer | Brazil | P-4 | PFIMS |
| **ROLLING,Mr CHRISTIAN R**<br>Interpreter | France | P-4 | CS |
| **RUBIATO,Mr JOSE MARIA**<br>Economic Affairs Officer | Spain | P-4 | UNCTAD |
| **SAHA,Mr PRANESH CHANDRA**<br>Economic Affairs Officer | Bangladesh | P-4 | ESCAP |
| **SALINAS,Ms MARIA E**<br>Editor | Argentina | P-4 | CS |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **SANCHEZ-MORENO,Mrs MERCEDES**<br>Editor | Peru | P-4 | CS |
| **SIMIONESCO,Mrs FRANCOISE HENRIETTE**<br>Translator | France | P-4 | CS |
| **SOUBRA,Mr YEHIA M**<br>Economic Affairs Officer | Lebanon | P-4 | UNCTAD |
| **SUN,Mrs DORA YUH-HWA**<br>Chief of Section | China | P-4 | UNJSPF |
| **SYDENHAM,Mr RICHARD J**<br>Information Officer | United Kingdom | P-4 | DPI |
| **TARASSENKO,Mr SERGUEI A**<br>Legal Officer | U S S R | P-4 | OLA |
| **THAMPI,Mr SIVASANKARAN P**<br>Special Assistant | India | P-4 | ESCAP |
| **TRAN,Mr VAN VI**<br>Economic Affairs Officer | Canada | P-4 | ESCWA |
| **TYURIN,Mr SERGE**<br>Translator | U S S R | P-4 | CS |
| **URQUIA,Miss CARMEN**<br>Interpreter | Spain | P-4 | CS |
| **VALDES,Mr HUGO E**<br>Chief of Section | Chile | P-4 | GENEVA |
| **WALKER,Miss BARBARA**<br>Administrative Officer | U S A | P-4 | AMOGS |
| **WICHMANN,Mr ROLF**<br>Human Settlements Officer | Germany F R of | P-4 | UNCHS |
| **WILLIAMS SILVEIRA,Ms MARY PAT**<br>Scientific Affairs Officer | U S A | P-4 | UNCSTD |
| **YOUSIF,Mr ABDUL J**<br>Verbatim Reporter | Iraq | P-4 | CS |
| **YOUSSI,Ms HELENE S**<br>Translator | Tunisia | P-4 | CS |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **ABBAS,Mr MOSTAFA**<br>Interpreter | Egypt | P-3 | CS |
| **ABDEL AZIZ,Mr MOHAMED**<br>Copy Preparer | U S A | P-3 | CS |
| **ABDULLAH,Mr ABULGASIM S**<br>Economic Affairs Officer | Libyan Arab J | P-3 | ESCWA |
| **ABRAHAM,Mr GEEVARGHESE**<br>Programmer | India | P-3 | UNJSPF |
| **BAO,Mr CHUANYUN**<br>Interpreter | China | P-3 | GENEVA |
| **BAUMANN,Mr FRANZ**<br>Administrative Officer | Germany F R of | P-3 | AMOGS |
| **BELLANDO,Mr EDOARDO**<br>Information Officer | Italy | P-3 | DPI |
| **BENGZON,Mrs M CECILIA**<br>Finance Officer | Philippines | P-3 | AMOPPBF |
| **BHANDARI,Miss REENA**<br>Information Officer | India | P-3 | DPI |
| **BRONNER,Mr ANTON**<br>Recruitment and Placement Officer | Germany F R of | P-3 | AMOHRM |
| **BROSHY,Mr GAD**<br>Administrative Officer | Israel | P-3 | AMOGS |
| **CANGELOSI,Ms KATIE**<br>Editor | U S A | P-3 | CS |
| **CARRILLO-RODRIGUEZ,Mr JORGE**<br>Human Settlements Officer | Venezuela | P-3 | ESCWA |
| **CHARNSUPHARINDR,Mrs ANCHALEE**<br>Personnel Officer | Thailand | P-3 | ESCAP |
| **CHEN,Mr FENG**<br>Translator | China | P-3 | CS |
| **CHIA,Ms LENA**<br>Economic Affairs Officer | Singapore | P-3 | UNCTAD |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **CHUNG,Mr KAN**<br>Copy Preparer | China | P-3 | CS |
| **DAHOUI,Mr CHRISTIAN**<br>Budget Officer | Brazil | P-3 | AMOPPBF |
| **DAS,Mrs JOAN W**<br>Procurement Officer | United Kingdom | P-3 | AMOGS |
| **DEL GAUDIO,Mrs DONNA-MARIE**<br>Secretary, Publications Board | U S A | P-3 | CS |
| **DHANJEE,Mr RAJAN S**<br>Legal Officer | Seychelles | P-3 | UNCTAD |
| **EL-OUNSI,Mr FADI**<br>Translator | Lebanon | P-3 | ESCWA |
| **FERRENA,Ms ALIDA**<br>Programme Management Officer | Pakistan | P-3 | SPQRCDT |
| **FITZGERALD,Ms NORAH**<br>Administrative Officer | Ireland | P-3 | UNJSPF |
| **GERARDI-SIEBERT,Mr JACK**<br>Political Affairs Officer | Venezuela | P-3 | DDA |
| **GONZALES,Mrs ROCIO**<br>Documentation Officer | Spain | P-3 | CS |
| **GUERGUIL,Miss MARTINE**<br>Economic Affairs Officer | France | P-3 | ECLAC |
| **HAN,Mr JIANBIN**<br>Interpreter | China | P-3 | UNOV |
| **HARRIS,Miss GERALDINE**<br>Radio Producer | U S A | P-3 | DPI |
| **HASS,Mr WILLARD**<br>Information Officer | U S A | P-3 | DPI |
| **HEITMANN,Mr HORST**<br>Political Affairs Officer | Germany F R of | P-3 | ORCI |
| **HERNANZ,Mr JOSE**<br>Interpreter | Spain | P-3 | UNOV |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **HESSE-KREINDLER,Mrs DAGMAR P**<br>Investment Officer | Germany F R of | P-3 | PFIMS |
| **HONG,Mr XING**<br>Interpreter | China | P-3 | CS |
| **HURTZ-SOYKA,Ms NANCY**<br>Budget Officer | U S A | P-3 | AMOPPBF |
| **IVANOV,Mr SERGUEY**<br>Population Affairs Officer | U S S R | P-3 | IESA |
| **JASPERS FAIJER,Mr DIRK J**<br>Population Affairs Officer | Netherlands | P-3 | ECLAC |
| **KARL,Mr GUENTHER**<br>Statistician | Germany F R of | P-3 | UNCHS |
| **KONDRATYEV,Mr YURI GAVRILOVICH**<br>Accountant | U S S R | P-3 | UNJSPF |
| **KRISHNAN,Mr VENKETACHALAM**<br>Administrative Officer | India | P-3 | IESA |
| **LAMBRAKOS,Ms TANA A**<br>Chief of Unit | U S A | P-3 | AMOGS |
| **LANDREIN,Mr CHRISTIAN**<br>Editor | France | P-3 | CS |
| **LEONARD,Mrs SYLVIA C**<br>Procurement Officer | Philippines | P-3 | AMOGS |
| **LIMONIUS-WEBER,Ms CHARMAINE**<br>Editor | Jamaica | P-3 | OPGS |
| **LING,Mr JIAN PING**<br>Translator | China | P-3 | CS |
| **LOCKSHIN,Mrs JANINE**<br>Secretary of the Panel | France | P-3 | AMOHRM |
| **MAKI,Miss KYOKO**<br>Deputy Cashier | Japan | P-3 | AMOPPBF |
| **MARTYNOV,Mr ANTON**<br>Interpreter | U S S R | P-3 | ESCAP |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **MENDOZA,Miss DANILA**<br>Television Producer | Philippines | P-3 | DPI |
| **MENNEL,Mrs INGRID**<br>Economic Affairs Officer | Germany F R of | P-3 | ESCAP |
| **MOTHOBI,Mr SIMPI**<br>Radio Producer | South Africa | P-3 | DPI |
| **MULLER,Mr JOACHIM**<br>Budget Officer | Germany F R of | P-3 | AMOPPBF |
| **OULD EL HADJ,Mr SIDYA AHMED**<br>Economic Affairs Officer | Mauritania | P-3 | ECA |
| **PAVLOSKY,Mrs WING-YEE D**<br>Administrative Officer | U S A | P-3 | AMOHRM |
| **POROHOVSKI,Mr ALEXIS**<br>Editor | Belgium | P-3 | CS |
| **SEAFORTH,Mr JEROME**<br>Administrative Officer | Guyana | P-3 | AMOGS |
| **SELIANKIN,Mr MIKHAIL L**<br>Information Officer | U S S R | P-3 | DPI |
| **SINGH,Mr JOGINDER**<br>Administrative Officer | India | P-3 | ESCAP |
| **SMIRNOVA,Mrs TATIANA N**<br>Programme Officer | U S S R | P-3 | IESA |
| **STREITZ,Mr MICHAEL M**<br>Economic Affairs Officer | Germany F R of | P-3 | IESA |
| **TAKASE,Ms CHIKAKO**<br>Economic Affairs Officer | Japan | P-3 | IESA |
| **TANG,Ms JIANSHENG**<br>Interpreter | China | P-3 | CS |
| **TAPPER,Mr GORDON**<br>Administrative Officer | Jamaica | P-3 | AMOGS |
| **THABIT,Mr AHMED**<br>Deputy Secretary of the Commission | Comoros | P-3 | ECA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **TOH SIEW LUAN,Miss SUSAN**<br>Economic Affairs Officer | Singapore | P-3 | UNCTAD |
| **TOUBOLETS,Mr ALEXANDER**<br>Translator | U S S R | P-3 | CS |
| **ULUC,Mrs CAROLYN SCHULER**<br>Chief of Unit | U S A | P-3 | DPI |
| **VARGHESE,Mr ABRAHAM**<br>Political Affairs Officer | India | P-3 | ORCI |
| **YAO,Mrs MEIHUA**<br>Interpreter | China | P-3 | UNOV |
| **ZAKKAY,Ms LILLEMOR M**<br>Administrative Officer | Sweden | P-3 | AMOGS |
| **ZHOU,Ms NAN**<br>Interpreter | China | P-3 | GENEVA |
| **ZHU,Mr XIAOHUA**<br>Interpreter | China | P-3 | GENEVA |
| **ASTETE-MILLER,Miss ANA SOFIA**<br>Assoct Economic Affairs Officer | U S A | P-2 | ECLAC |
| **ASTETE,Mr J FERNANDO**<br>Assoct Printing Officer | Chile | P-2 | CS |
| **CHAKRAVARTTY,Mrs INDU**<br>Assoct Political Affairs Officer | India | P-2 | DDA |
| **CHAUDHARY,Mr SHEEL CHANDRA**<br>Assoct Architect | India | P-2 | AMOGS |
| **CIANCI,Mr MARIO**<br>Assoct Recruitment and Placement Officer | U S A | P-2 | AMOHRM |
| **CUNNINGHAM,Mrs ANNE S**<br>Assoct Administrative Officer | U S A | P-2 | DPI |
| **DEJEN ABATE,Mr**<br>Assoct Librarian | Ethiopia | P-2 | ECA |
| **DISSIN,Mrs LENA**<br>Assoct Information Officer | Sweden | P-2 | DPI |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **EJIMA,Miss KIYOMI**<br>Assoct Assembly Affairs Officer | Japan | P-2 | OPGS |
| **FERDOUS,Mr HASSAN**<br>Assoct Information Officer | Bangladesh | P-2 | DPI |
| **GOSS,Mrs MARIA FELISA**<br>Assoct Population Affairs Officer | Philippines | P-2 | IESA |
| **GUNARATNE,Mr SHANTILAL**<br>Chief of Unit | Sri Lanka | P-2 | ECLAC |
| **HERBECK,Mrs GISELA**<br>Assoct Economic Affairs Officer | Austria | P-2 | ECE |
| **LEE,Ms SAU-SZE FLORENCE**<br>Assoct Social Affairs Officer | United Kingdom | P-2 | DDA |
| **LEGASPI,Ms MA AURITA N**<br>Assoct Compensation Officer | Philippines | P-2 | AMOHRM |
| **LICCHI,Mrs LAURA**<br>Assoct Programme Officer | U S A | P-2 | UNCHS |
| **MIRAGLIA,Ms DORETTA**<br>Assoct Contracts Officer | U S A | P-2 | ECLAC |
| **PASCALE,Mrs PRAGATI J**<br>Assoct Information Officer | U S A | P-2 | DPI |
| **PFEIFFER,Mrs MELODY C**<br>Assoct Information Officer | U S A | P-2 | DPI |
| **RIVERA,Mrs ROSA**<br>Assoct Information Officer | Mexico | P-2 | DPI |
| **SUZARA,Mrs MELANIE Q**<br>Assoct Administrative Officer | Philippines | P-2 | CS |
| **SVASTI-SALEE,Mrs BRENDA**<br>Chief of Unit | United Kingdom | P-2 | CS |
| **WORMUS,Mr JAY WILLIAM**<br>Assoct Conference Affairs Officer | U S A | P-2 | UNOV |
| **YOSTOS,Mrs EMILIE G**<br>Assoct Administrative Officer | U S A | P-2 | EOSG |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Promotions

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **CHAN,Mrs KING-MING P**<br>Asstnt Television Producer | United Kingdom | P-1 | DPI |
| **CHIANG,Miss CHIA-YIN**<br>Asstnt Economic Affairs Officer | Argentina | P-1 | IESA |
| **PATERNITI,Mr ANTHONY**<br>Asstnt Press Officer | U S A | P-1 | DPI |
| **SCHOTTLER,Mr FREDERICK**<br>Asstnt Information Officer | U S A | P-1 | DPI |
| **ZARGOUNI,Mr RIDHA**<br>Asstnt Librarian | Tunisia | P-1 | GENEVA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Return from Mission/Field Assignment

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **ENOMOTO,Mr HIROBUMI**<br>Accountant | Japan | P-4 | AMOPPBF |

## Return from Secondments

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **JOHNSTONE,Mr NEIL**<br>Translator | Canada | P-4 | GENEVA |
| **SANDA-MATUNDU,Mr TIMOTHEE**<br>Chief of Unit | Zaire | P-4 | UNEP |
| **WICKREMESINGHE,Mrs SURANGANI**<br>Programme Management Officer | Sri Lanka | P-3 | TCD |

# PERSONNEL MOVEMENTS

(April - June 1989)

Movements under the Vacancy Management and Staff Redeployment System
**Reassignments (within the same office)**

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **BASNAYAKE,Mr SRINATH S**<br>Senior Legal Officer | Sri Lanka | P-5 | OLA |
| **ION,Mr NICOLAE**<br>Chief of Section | Romania | P-5 | PSCA |
| **NAKACHI,Mr MASAO**<br>Chief of Service | Japan | P-5 | DPI |
| **RAHMAN,Mr ABU TAYEB RAFIQUR**<br>Deputy Chief | Canada | P-5 | TCD |
| **ROWE,Mr SYLVESTER E**<br>Chief of Section | Sierra Leone | P-5 | DPI |
| **TLILI,Mr MUSTAPHA**<br>Chief of Section | Tunisia | P-5 | DPI |
| **WONG,Mr JOHN KWONG CHUNG**<br>Senior Information Officer | Malaysia | P-5 | DPI |
| **FORMAN,Mrs LEONA**<br>Chief of Unit | Brazil | P-4 | DPI |
| **HASHEM,Mr ABUL**<br>Economic Affairs Officer | Bangladesh | P-4 | ESCAP |
| **JORGENSEN RUBBO,Mrs TINA**<br>Information Officer | Australia | P-4 | DPI |
| **MACDOUGALL,Mrs ELSPETH**<br>Information Officer | United Kingdom | P-4 | DPI |
| **MARKHAM,Mrs SUSAN**<br>Information Officer | New Zealand | P-4 | DPI |
| **TERRY,Miss ANN**<br>Information Officer | U S A | P-4 | DPI |
| **WHITEHOUSE,Mr STEPHEN**<br>Information Officer | New Zealand | P-4 | DPI |
| **BALDWIN,Miss ELIZABETH G**<br>Information Officer | U S A | P-3 | DPI |
| **BARRETT,Mrs KAREN**<br>Press Officer | U S A | P-3 | DPI |

# PERSONNEL MOVEMENTS

(April - June 1989)

Movements under the Vacancy Management and Staff Redeployment System

**Reassignments (within the same office)**

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **BINDLEY TAYLOR,Miss GAIL**<br>Information Officer | Trinidad & Tob | P-3 | DPI |
| **BRANDT,Mr JUAN CARLOS**<br>Information Officer | Venezuela | P-3 | DPI |
| **DIXIT,Mr KANAK**<br>Information Officer | Nepal | P-3 | DPI |
| **FABIAN,Mr PIERRE**<br>Press Officer | U S A | P-3 | DPI |
| **GUILLEN,Mr PEDRO**<br>Chief of Unit | Mexico | P-3 | DPI |
| **KLEE,Mr PAUL**<br>Information Officer | U S A | P-3 | DPI |
| **MCCUSKER,Mr JOSEPH**<br>Chief of Unit | U S A | P-3 | DPI |
| **MOKGETHI,Mrs SHALA SHEILA**<br>Radio Producer | South Africa | P-3 | DPI |
| **REPOLO,Mrs PAULA**<br>Information Officer | U S A | P-3 | DPI |
| **SYDENHAM,Mr RICHARD J**<br>Information Officer | United Kingdom | P-3 | DPI |
| **TEUFEL,Miss JUNE**<br>Radio Producer | U S A | P-3 | DPI |
| **BAILEY,Miss DIANE E**<br>Assoct Radio Producer | U S A | P-2 | DPI |
| **BELLANDO,Mr EDOARDO**<br>Assoct Information Officer | Italy | P-2 | DPI |
| **BHANDARI,Miss REENA**<br>Assoct Radio Producer | India | P-2 | DPI |
| **FUJITA,Mr MASATAKA**<br>Assoct Transnat Corporatns Affairs Officer | Japan | P-2 | CTC |
| **HARRIS,Miss GERALDINE**<br>Assoct Information Officer | U S A | P-2 | DPI |

# PERSONNEL MOVEMENTS

(April - June 1989)

Movements under the Vacancy Management and Staff Redeployment System

**Reassignments (within the same office)**

| Name<br>Functional Title | Nationality | Grade | Office |
|---|---|---|---|
| **HASS,Mr WILLARD**<br>Assoct Press Officer | U S A | P-2 | DPI |
| **LUCAS,Mr JONATHAN L**<br>Assoct Legal Officer | Seychelles | P-2 | UNOV |
| **MENDOZA,Miss DANILA**<br>Television Producer | Philippines | P-2 | DPI |
| **RIDDLE,Mrs MARGARET**<br>Assoct Information Officer | United Kingdom | P-2 | DPI |
| **SELIANKIN,Mr MIKHAIL L**<br>Assoct Information Officer | U S S R | P-2 | DPI |
| **ULUC,Mrs CAROLYN SCHULER**<br>Assoct Information Officer | U S A | P-2 | DPI |
| **ZADI,Mr URBAIN D**<br>Assoct Economic Affairs Officer | Cote d'Ivoire | P-2 | ECA |

# PERSONNEL MOVEMENTS

(April - June 1989)

Movements under the Vacancy Management and Staff Redeployment System

**Transfers (between different offices)**

| Name<br>Functional Title | Nationality | Grade | Office<br>From | <br>To |
|---|---|---|---|---|
| **EDWARDS,Mr KENNETH A**<br>Acting Chief of Branch | United Kingdom | P-5 | ECA | TCD |
| **HABACHY,Miss SUZAN S**<br>Acting Principal Officer | U S A | P-5 | TCD | AMOHRM |
| **BORDCOSH,Miss RIMA C**<br>Librarian | Iraq | P-4 | ESCWA | CS |
| **ENOCH,Mr JACOB**<br>Legal Officer | Israel | P-4 | OALOS | AMOHRM |
| **GONZALES,Mr ABRAHAM S**<br>Special Assistant to the A-S-G | Philippines | P-4 | AMOPPBF | AMOGS |
| **KABORE,Mr GEORGES Y**<br>Officer-in-Charge | Burkina Faso | P-4 | AMOHRM | ECA |
| **RIETH,Ms CHRISTA E**<br>Personnel Officer | Germany F R of | P-4 | AMOHRM | ESCAP |
| **CASTRO,Mr LUIS J**<br>Evaluation Officer | Mexico | P-3 | IESA | UNCHS |
| **DE SAINT-ROBERT,Mrs MARIE-JOSEE**<br>Terminologist | France | P-3 | CS | GENEVA |
| **VINGO,Mrs PATRICIA G**<br>Administrative Officer | U S A | P-3 | DPI | OLA |
| **ALMAZ,Mrs ATNAFU**<br>Assoct Public Administration Officer | Ethiopia | P-2 | UNCTAD | TCD |
| **CHRISTOPHER,Mrs CATHERINE**<br>Assoct Administrative Officer | U S A | P-2 | UNCHS | AMOGS |
| **JUMET,Mr CLAUDE**<br>Assoct Programmer-Analyst | France | P-2 | AMOGS | AMOHRM |
| **STANSFIELD,Ms AUDREY**<br>Assoct Finance Officer | United Kingdom | P-2 | OCN | TCD |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Transfers

| Name<br>Functional Title | Nationality | Grade | Office<br>From | <br>To |
|---|---|---|---|---|
| **JOPLING,Ms JANE**<br>Principal Officer | United Kingdom | D-2 | IESA | EOSG |
| **BURLEY,Mr JOHN M**<br>Chief of Unit | United Kingdom | D-1 | IESA | UNCTAD |
| **TARBAH,Mr SOLEIMAN M**<br>Chief of Division | Libyan Arab J | D-1 | UNEP | ESCWA |
| **ALESSI,Mr FILIPPO L**<br>Senior Officer | Italy | P-5 | WFC | UNDRO |
| **BEAGLE,Ms JAN MARGARET**<br>Senior Administrative Officer | New Zealand | P-5 | PSCA | AM |
| **EBEID,Mr FAROUK ALI**<br>Verbatim Reporter | Egypt | P-5 | ESCWA | CS |
| **EE,Mr CECIL KUANG-YONG**<br>Senior Investment Officer | Singapore | P-5 | AMOHRM | PFIMS |
| **LOTFY,Mr REFAAT**<br>Chief of Section | Egypt | P-5 | CS | GENEVA |
| **CHOWDHURY,Mr AHSEN AZIZ**<br>Systems Analyst | U S A | P-4 | AMOPPBF | UNJSPF |
| **FOURACRE,Mr ANTHONY J**<br>Acting Co-ordinator | United Kingdom | P-4 | AMOGS | AMOHRM |
| **HOFFMANN,Ms HELGA**<br>Economic Affairs Officer | Brazil | P-4 | IESA | DIEC |
| **JOINER,Mr ST GEORGE**<br>Economic Affairs Officer | Gambia | P-4 | ECLAC | CTC |
| **ANTONINI,Ms BIANCA**<br>Second Officer | Argentina | P-3 | CS | EOSG |
| **TELNOV,Mr NIKOLAI**<br>Interpreter | U S S R | P-3 | GENEVA | UNOV |
| **CHAMI,Miss ANDREE**<br>Assoct Personnel Officer | U S A | P-2 | ESCWA | AMOHRM |
| **DEBEFVE,Ms MARIANNE L**<br>Assoct Economic Affairs Officer | Belgium | P-2 | ECLAC | UNCTAD |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Transfers

| Name<br>Functional Title | Nationality | Grade | Office<br>From | <br>To |
|---|---|---|---|---|
| **DEJEN ABATE,Mr**<br>Assoct Librarian | Ethiopia | P-2 | ECA | GENEVA |
| **GOSS,Mrs MARIA FELISA**<br>Assoct Population Affairs Officer | Philippines | P-2 | IESA | ESCWA |
| **JOHNSTON-PITT,Ms DAWN**<br>Radio Producer | Jamaica | P-2 | SPQRCDT | DPI |
| **LAO,Ms MENELEA**<br>Assoct Economic Affairs Officer | U S A | P-2 | IESA | UNCTAD |
| **SVASTI-SALEE,Mrs BRENDA**<br>Chief of Unit | United Kingdom | P-2 | ESCAP | CS |
| **CHIANG,Miss CHIA-YIN**<br>Asstnt Economic Affairs Officer | Argentina | P-1 | IESA | UNCTAD |
| **PATERNITI,Mr ANTHONY**<br>Asstnt Press Officer | U S A | P-1 | CS | DPI |
| **ZARGOUNI,Mr RIDHA**<br>Asstnt Librarian | Tunisia | P-1 | DPI | GENEVA |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Retirements

| Name<br>Functional Title | Nationality | Grade | Office | Separation Date |
|---|---|---|---|---|
| **EINHAUS,Mr JOHANN HANS**<br>Director and Deputy to the U-S-G | Austria | D-2 | UNDRO | 31 May 89 |
| **AIYEGBUSI,Mr JULIUS**<br>Chief | Nigeria | D-1 | ECA | 31 May 89 |
| **DREHER,Mrs KAREN C**<br>Chief of Service | U S A | D-1 | TCD | 30 Apr 89 |
| **GALER,Mr RAOUL**<br>Chief of Service | Argentina | D-1 | GENEVA | 31 Mar 89 |
| **COUDERC,Mr FRANCIS PAUL**<br>Senior Translator | France | P-5 | GENEVA | 31 Mar 89 |
| **GILLI,Mr HERMANN H**<br>Executive Officer | U S A | P-5 | OLA | 31 May 89 |
| **MUKOKO-MOKEBA,Mr M P**<br>Senior Liaison Officer | Cameroon | P-5 | REGCOM | 31 May 89 |
| **ORTOLI,Miss MARIE JOSE V**<br>Senior Translator | France | P-5 | GENEVA | 31 May 89 |
| **DE CARVALHO-GARCIA,Mr ANIBAL M**<br>Chief of Unit | Portugal | P-4 | GENEVA | 31 May 89 |
| **JABRI,Mr TAREK**<br>Chief | Syrian Arab Rp | P-4 | DPI | 31 Mar 89 |
| **LOPEZ,Mr MARTIN**<br>Translator | Paraguay | P-4 | CS | 31 Mar 89 |
| **KOFFIE,Mr JOHN**<br>Chief of Unit | Ghana | P-2 | ECA | 31 Mar 89 |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Other Separations

| Name<br>Functional Title | Nationality | Grade | Office | Separation Date |
|---|---|---|---|---|
| **REED,Mr JOSEPH V**<br>Under-Secretary-General | U S A | USG | OPGS | 12 Feb 89 |
| **GOLUBEV,Mr GENADY N**<br>Assistant Executive Director | U S S R | ASG | UNEP | 01 Mar 89 |
| **DE SARAM,Mr JOHN**<br>Director | Sri Lanka | D-2 | OLA | 31 Mar 89 |
| **EL-SAFTY,Mr EL SAYED RASHAD**<br>Chief of Division | Egypt | D-1 | ESCWA | 31 Mar 89 |
| **FRYKHAMMAR,Mr ROLF GUSTAV V**<br>Observer | Sweden | D-1 | AMOGS | 15 Apr 89 |
| **LATOUR,Mrs FRANCOISE**<br>Senior Economic Affairs Officer | France | P-5 | SPQRCDT | 17 Apr 89 |
| **LIU,Mr SHIH**<br>Senior Translator | China | P-5 | CS | 23 May 89 |
| **LLOYD,Mrs CYNTHIA B**<br>Chief of Section | U S A | P-5 | IESA | 31 Mar 89 |
| **NORINDR,Mr SOMSEY**<br>Senior Economic Affairs Officer | Lao P Dem Rep | P-5 | SPQRCDT | 28 Feb 89 |
| **ROMER,Mr MOGENS D**<br>Chief of Section | Denmark | P-5 | ESCAP | 31 Mar 89 |
| **SPERANSKY,Mr KIRILL**<br>Senior Translator | U S S R | P-5 | CS | 26 May 89 |
| **ABDEL AL,Mr FAWZY W**<br>Translator | Egypt | P-4 | CS | 31 May 89 |
| **BEVZ,Mr ALEXANDER S**<br>Economic Affairs Officer | U S S R | P-4 | IESA | 31 Mar 89 |
| **COLLET,Miss CATHERINE**<br>Translator | France | P-4 | CS | 31 Mar 89 |
| **FARINELLA,Mr JOSEPH**<br>Chief of Unit | U S A | P-4 | AMIAD | 31 Mar 89 |
| **HOWARD-CLINTON,Mr EDWARD G**<br>Environmental Affairs Officer | Liberia | P-4 | ECA | 15 Jan 89 |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Other Separations

| Name<br>Functional Title | Nationality | Grade | Office | Separation Date |
|---|---|---|---|---|
| **KUMAMARU,Mr YUJI**<br>Information Officer | Japan | P-4 | DDA | 31 May 89 |
| **MURPHY,Mr COLUM DE SALES**<br>Human Rights Officer | Ireland | P-4 | PPUNOG | 31 Mar 89 |
| **VANEGAS,Mr MANUEL**<br>Economic Affairs Officer | Nicaragua | P-4 | WFC | 24 Feb 89 |
| **YUDIN,Mr VALERI IVANOVICH**<br>Secretariat Services Officer | U S S R | P-4 | OPGS | 30 Apr 89 |
| **ABDEL-JAOUAD,Mr HEDI**<br>Verbatim Reporter | Tunisia | P-3 | CS | 31 May 89 |
| **ARON,Mr GEORGE D**<br>Legal Officer | Uganda | P-3 | AM | 30 Apr 89 |
| **BOULAVINTSEV,Mr DMITRY A**<br>Economic Affairs Officer | U S S R | P-3 | TCD | 30 Apr 89 |
| **FARBER,Mrs SUSAN F**<br>Investment Officer | U S A | P-3 | PFIMS | 30 Apr 89 |
| **GAN,Mr JIAN-MEI**<br>Verbatim Reporter | China | P-3 | CS | 24 May 89 |
| **HUAI,Mr QINGTAO**<br>Translator | China | P-3 | GENEVA | 15 Apr 89 |
| **KULJUSHIN,Mr VLADIMIR N**<br>Political Affairs Officer | Ukrainian SSR | P-3 | PSCA | 06 May 89 |
| **LIAO,Mrs XIAOLING**<br>Translator | China | P-3 | GENEVA | 05 May 89 |
| **MALINGA,Mr ELIJAH**<br>Economic Affairs Officer | Swaziland | P-3 | ECA | 11 Jan 89 |
| **MELNITCHENKO,Mr DMITRI**<br>Economic Affairs Officer | U S S R | P-3 | ECE | 19 May 89 |
| **NOVIKOV,Mr ALEXEI**<br>Translator | U S S R | P-3 | GENEVA | 31 Mar 89 |
| **PASQUALINI,Mrs RITA**<br>Human Settlements Officer | Italy | P-3 | UNCHS | 31 Jan 89 |

# PERSONNEL MOVEMENTS

(April - June 1989)

## Other Separations

| Name<br>Functional Title | Nationality | Grade | Office | Separation Date |
|---|---|---|---|---|
| **PEI,Mr SHU**<br>Translator | China | P-3 | CS | 20 May 89 |
| **PIMENTEL,Miss MARI PAZ**<br>Programmer | Philippines | P-3 | IESA | 31 May 89 |
| **SOMIK,Mr ALEXEI**<br>Translator | U S S R | P-3 | GENEVA | 31 Jan 89 |
| **SPERANSKY,Mrs TATYANA**<br>Editor | U S S R | P-3 | CS | 25 May 89 |
| **WADA,Mr YOSHIO**<br>Economic Affairs Officer | Japan | P-3 | ESCAP | 08 Apr 89 |
| **YUAN,Mr DEXIN**<br>Translator | China | P-3 | CS | 20 May 89 |
| **ZHANG,Mr XIN-HUA**<br>Translator | China | P-3 | CS | 14 May 89 |
| **CLERC,Mrs JACKLYN**<br>Assoct Librarian | Switzerland | P-2 | GENEVA | 30 Apr 89 |
| **GUIGUE,Mrs JUDITH S N**<br>Assoct Statistician | U S A | P-2 | IESA | 17 May 89 |
| **VON GERSDORFF,Mr HERMANN**<br>Assoct Economic Affairs Officer | Germany F R of | P-2 | ECLAC | 24 Feb 89 |

The Assistant Secretary-General for Human Resources Management regrets to announce the death of the following staff members :

| | | |
|---|---|---|
| **LOUTFI,Mr MOHAMED** | Canada | P-5 |
| Senior Economic Affairs Officer | | UNCTAD |
| 7 January 1931 - 28 June 1989 | | |
| **SION-MATHIEU,Mrs NICOLE** | U S A | P-5 |
| Senior Interpreter | | GENEVA |
| 12 October 1938 - 5 March 1989 | | |
| **KUBOTA,Mr YO** | Japan | P-3 |
| Human Rights Officer | | HR |
| 24 April 1951 - 28 June 1989 | | |
| **MATHEY,Mr RENE PIERRE** | Congo | P-3 |
| Officer-in-Charge | | ECA |
| 11 April 1943 - 12 January 1989 | | |

UNITED
NATIONS

ST

Secretariat

ST/IC/1990/6
10 January 1990

INFORMATION CIRCULAR

To: Members of the staff at Headquarters

From: The Assistant Secretary-General for General Services

Subject: RENOVATION OF ELEVATORS IN THE SECRETARIAT BUILDING

1. A programme to renovate the elevators in the Secretariat building has been initiated and will take approximately three years to complete. The improvements will enhance service and dependability. It is expected that there will be fewer breakdowns and shorter waiting time. All 18 passenger elevators and 2 service elevators will be upgraded and a new micro-processor based control system will be installed. The current interiors will also be replaced.

2. The actual construction phase of the project will commence in March 1990, when three elevators will be taken out of service, one in each bank of elevators (high-rise, medium-rise and low-rise). While these three elevators are being renovated, the remaining five elevators in each bank will continue in operation. It will take approximately 3 1/2 months to complete the construction work on the first three elevators. Once the renovated elevators are placed back into operation, the next group of three elevators will be taken out of service for the necessary work. This phasing of the project will proceed until completion of the work on all the passenger elevators. Subsequently, the renovation of the two service elevators will commence, one at a time.

3. A renovation programme of this magnitude will undoubtedly result in some temporary disruptions. Nevertheless, everything possible will be done to minimize the inconvenience to members of the staff, delegates and visitors.

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UNITED NATIONS

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Secretariat

ST/IC/1990/7
26 January 1990

INFORMATION CIRCULAR

To: Members of delegations and staff

From: The Assistant Secretary-General for General Services

Subject: FIRST DAY OF ISSUE: "INTERNATIONAL TRADE CENTRE UNCTAD/GATT: PROMOTING TRADE" COMMEMORATIVE STAMPS AND DEFINITIVE STAMPS

1. The United Nations Postal Administration (UNPA) will issue the first set of commemorative stamps for 1990 on Friday, 2 February. The "International Trade Centre UNCTAD/GATT: Promoting Trade" stamps, in one design and three denominations, were created by Richard Bernstein, United States of America. The stamps were printed in the United Kingdom by The House of Questa, using offset lithography.

| | | |
|---|---|---|
| Denominations and quantities: | 25 cents | 800 000 |
| | SwF 1,50 | 800 000 |
| | S 12 | 900 000 |
| Size: | 35.96 mm x 25.73 mm | |
| Perforation: | 14 | |

(United States equivalents - SwF 1,50: $1.02; S 12: $1.05 - subject to exchange rate fluctuation.)

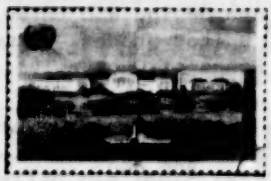
2. This commemorative stamp issue is printed in sheets of 50 stamps.

3. Two definitive stamps will also be issued on 2 February 1990, in denominations of SwF 5,00 and S 1.50. The SwF 5,00 stamp was designed by Guy Breniaux, France, and the calligraphy was done by Elizabeth A. White, United States. This stamp was printed by Heraclio Fournier, S.A., Spain, using heliogravure. The S 1.50 stamp is based on a painting by Kurt Regschek, Austria, and adapted as a stamp by Robert J. Stein, United States. This stamp was printed by the National Postage Stamps and Fiduciary Printing Works, France, in offset.

| | | |
|---|---|---|
| Initial quantities: | SwF 5,00 | 1 600 000 |
| | S 1.50 | 2 000 000 |
| Size: | SwF 5,00 | 41 mm x 26 mm |
| | S 1.50 | 40 mm x 26 mm |
| Perforation: | SwF 5,00 | 13 3/4 |
| | S 1.50 | 13 |

4. These definitive stamps will be issued in sheets of 50 stamps.

(United States equivalents - SwF 5,00: $3.42; S 1.50: 13c - subject to exchange rate fluctuation.)



5. For the convenience of collectors, UNPA at Headquarters will provide prepared and cancelled New York, Geneva and Vienna first-day covers on the UNPA official first day cachet ONLY.

6. Members of delegations and the staff may obtain the new stamps and first day cancellations on Friday, 2 February, at the following locations:

(a) The UNPA sales counter in the concourse of the General Assembly Building: 9 a.m. to 5.30 p.m.;

(b) The counter at the north end of the Secretariat lobby from 9 a.m. to 4 p.m.

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UNITED
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Secretariat

ST/IC/1990/8
16 January 1990

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for General Services

Subject: VIRUS ALERT - HOW TO PREVENT MICROCOMPUTER VIRUSES

1. On the basis of problems encountered in several departments and offices, the Office Automation Service of the Electronic Services Division is issuing a virus alert. Personal computer (PC) users should be advised that a number of microcomputer viruses are now in circulation. These viruses represent a serious threat to the work of the Organization. All offices should be aware of the potential danger to personal computers, and should take steps to avoid a general infestation.

2. A virus is a special program, usually invisible to the PC user, which attaches itself to microcomputer programs and data. Having established itself in a PC, it then proceeds to damage programs, documents and data files. The virus may, for example, delete all files from the computer's hard disk. Alternatively, it may alter programs and data files in subtle ways, so that inaccuracies in data or documents result. Sometimes, viruses will degrade system performance so that the PC becomes unresponsive. Occasionally, a virus may display unusual messages, or cause intermittent hardware malfunctions. In any event, the results of a virus are malicious and destructive to the PC user.

3. Generally, viruses are not transmitted by copying data files and documents from one PC to another. Viruses are contracted by installing software which itself contains the virus. Even software which at first appears to be legitimate may be infected. Recently, there was a case where a supposedly reputable company distributed a program labelled AIDS Information, Introductory Diskette, Version 2.0, which appears to be professionally wrapped with diskettes and a licence agreement. However, if used on a PC, the user's system quickly becomes infected, and loss of valuable data will result.

4. Because of the problems associated with viruses, the Office Automation Service recommends that the following guidelines be followed by each PC user:

(a) The software source should be known. Software should be installed only if it has been obtained from the Office Automation Service, or if it is in the original sealed package obtained from a reputable dealer. Any software which arrives unsolicited in the mail should not be installed;

(b) Software should never be downloaded from a bulletin board. This is the most common way of infecting individual PCs. From there the infection spreads to entire work groups as the bulletin board software is copied;

(c) Software should not be copied from another PC. Another staff member's PC may have already been infected with a virus. Likewise, one used at home may be tainted. It is important to ensure that all copies of software packages residing on microcomputers owned by the Organization must have been purchased and loaded in accordance with copyright laws;

(d) Frequent back-ups should be made of files and documents. No matter how careful users may be, a virus could become resident on their PCs. If critical files and documents are backed up regularly, programs can be reloaded and data restored from back-up diskettes so that the amount of downtime suffered will be minimal;

(e) If a staff member suspects that his or her PC is infected, he or she should contact the Office Automation Service hotline (ext. 3-3157) immediately. The Office Automation Service has viral detection programs that can be run to determine if a machine has been infected. If so, a certain amount of diagnostic work will need to be done to correct the problem. Individual staff members SHOULD NOT attempt to repair the damage themselves.

5. If it is necessary to bring in a program from outside the Organization, the Office Automation Service is prepared to provide a quarantine service. Software left with the Office Automation Service will be run against software-checking programs on a special machine for that purpose. Upon return to the user, the Office Automation Service provides limited assurance that the software is virus-free.

6. Staff members should contact the Office Automation Service if they have questions or comments concerning the above guidelines or about viruses in general.

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UNITED
NATIONS

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Secretariat

ST/IC/1990/9
7 February 1990

INFORMATION CIRCULAR

To: Members of the staff at Headquarters

From: The Assistant Secretary-General for Human Resources Management

Subject: POST ADJUSTMENT CLASSIFICATION FOR NEW YORK*

1. The International Civil Service Commission has determined that the requirement for the application of class 11 post adjustment for staff in the Professional and higher categories serving in New York has been met as of 1 February 1990. The Secretary-General, accordingly, has authorized the implementation of class 11 post adjustment, multiplier 71, as of that date.

2. The annual amount of post adjustment at class 11 for each salary level and step is shown in the annex to the present circular.

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* Personnel Manual Index No. 3180.

Annex

CLASS 11 POST ADJUSTMENT
(in United States dollars)
Effective 1 February 1990

| Level | | STEPS I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under-Secretary-General | | | | | | | | | | | | | | |
| USG | D | 37 785.49 | | | | | | | | | | | | |
| | S | 34 131.83 | | | | | | | | | | | | |
| Assistant Secretary-General | | | | | | | | | | | | | | |
| ASG | D | 34 673.56 | | | | | | | | | | | | |
| | S | 31 547.43 | | | | | | | | | | | | |
| Director | | | | | | | | | | | | | | |
| D-2 | D | 28 883.51 | 29 514.70 | 30 140.92 | 30 765.72 | | | | | | | | | |
| | S | 26 534.12 | 27 091.47 | 27 643.85 | 28 192.68 | | | | | | | | | |
| Principal Officer | | | | | | | | | | | | | | |
| D-1 | D | 26 340.29 | 26 779.07 | 27 188.03 | 27 625.39 | 28 037.90 | 28 485.91 | 28 910.49 | | | | | | |
| | S | 24 268.51 | 24 660.43 | 25 026.79 | 25 418.00 | 25 785.78 | 26 186.93 | 26 561.81 | | | | | | |
| Senior Officer | | | | | | | | | | | | | | |
| P-5 | D | 24 262.83 | 24 617.83 | 24 953.66 | 25 296.59 | 25 693.48 | 26 009.43 | 26 411.29 | 26 785.46 | 27 154.66 | 27 499.01 | | | |
| | S | 22 405.47 | 22 722.13 | 23 021.75 | 23 327.76 | 23 683.47 | 23 965.34 | 24 326.73 | 24 662.56 | 24 994.84 | 25 302.27 | | | |
| First Officer | | | | | | | | | | | | | | |
| P-4 | D | 20 364.22 | 20 816.49 | 21 271.60 | 21 695.47 | 22 205.96 | 22 579.42 | 22 954.30 | 23 329.89 | 23 722.52 | 24 235.85 | 24 718.65 | 25 183.70 | |
| | S | 18 908.72 | 19 316.26 | 19 725.22 | 20 104.36 | 20 564.44 | 20 897.43 | 21 230.42 | 21 564.12 | 21 912.73 | 22 374.94 | 22 809.46 | 23 228.36 | |
| Second Officer | | | | | | | | | | | | | | |
| P-3 | D | 17 104.61 | 17 597.35 | 18 031.87 | 18 444.38 | 18 910.14 | 19 376.61 | 19 867.93 | 20 337.24 | 20 730.58 | 21 097.65 | 21 490.28 | 21 858.06 | 22 282.64 |
| | S | 15 964.35 | 16 410.23 | 16 802.15 | 17 173.48 | 17 594.51 | 18 015.54 | 18 459.29 | 18 883.87 | 19 238.87 | 19 568.31 | 19 920.47 | 20 249.91 | 20 631.89 |
| Associate Officer | | | | | | | | | | | | | | |
| P-2 | D | 14 209.94 | 14 641.62 | 15 015.79 | 15 422.62 | 15 823.77 | 16 229.18 | 16 633.17 | 17 009.47 | 17 413.46 | 17 818.16 | 18 193.75 | | |
| | S | 13 323.86 | 13 719.33 | 14 060.84 | 14 432.88 | 14 797.82 | 15 167.02 | 15 534.80 | 15 876.31 | 16 243.38 | 16 609.03 | 16 947.70 | | |
| Assistant Officer | | | | | | | | | | | | | | |
| P-1 | D | 11 342.25 | 11 724.94 | 12 102.66 | 12 484.64 | 12 865.91 | 13 245.76 | 13 653.30 | 13 979.90 | 14 337.03 | 14 696.29 | | | |
| | S | 10 687.63 | 11 040.50 | 11 389.11 | 11 741.27 | 12 092.01 | 12 440.62 | 12 816.21 | 13 113.70 | 13 439.59 | 13 768.32 | | | |

D = Rate of post adjustment applicable to staff members with a dependent spouse or child.

S = Rate of post adjustment applicable to staff members with no dependent spouse or child.

UNITED
NATIONS

ST

Secretariat

ST/IC/1990/10
7 February 1990

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: PENSIONABLE REMUNERATION SCALES FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY*

INCREASE IN CONTRIBUTIONS TO THE UNITED NATIONS JOINT STAFF PENSION FUND

Pensionable remuneration scales

1. The current procedure for adjusting the scale of pensionable remuneration of staff in the Professional and higher categories between comprehensive reviews provides for this scale to be adjusted on the same date as the net remuneration amounts (base salary plus post adjustment) of staff in the Professional and higher categories in New York are adjusted, with the adjustment of the pensionable remuneration being by a uniform percentage equal to the weighted average percentage increase in the total net remuneration, as determined by the International Civil Service Commission (ICSC), multiplied by a factor of 1.22.

2. By resolution 44/199 of 21 December 1989, the General Assembly approved a recommendation of ICSC calling for a modification of the procedure for adjusting pensionable remuneration for staff in the Professional and higher categories, pending a comprehensive review of the pensionable remuneration for these staff to be undertaken by ICSC in 1990. Under that procedure, adjustments in pensionable remuneration will be made without application of the 1.22 multiplicative factor. In addition, the first such adjustment will be reduced by 2.8 percentage points.

* Personnel Manual Index No. 3300.

3. As indicated in information circular ST/IC/1990/9 of 7 February 1990, upon determination by ICSC that class 11 post adjustment, multiplier 71, for staff in the Professional and higher categories in New York was due as of 1 February 1990, the Secretary-General has authorized the implementation of the revised class of post adjustment in New York, with effect from 1 February 1990. In accordance with the procedure described in paragraph 2 above, the Chairman of ICSC has promulgated the consequent revised scale of pensionable remuneration applicable to staff in the Professional and higher categories with effect from 1 February 1990, which reflects an increase of 1.7 per cent over the previous scale effective 1 May 1989. The revised scale is reproduced in annex I to the present circular.

4. In accordance with past practice, the pensionable remuneration amounts for staff in the Field Service category will also be revised upwards by 1.7 per cent with effect from 1 February 1990. That revised scale is set out in annex II to the present circular.

5. The February 1990 statements of earnings and deductions will reflect the changes in the monthly pension contributions resulting from the revised scales of pensionable remuneration contained in annexes I and II to the present circular.

Increase in contributions to the United Nations Joint Staff Pension Fund

6. Pursuant to General Assembly resolution 44/199 of 21 December 1989, the rate of contribution to the United Nations Joint Staff Pension Fund (UNJSPF) increased, with effect from 1 January 1990, from 22.5 to 23.7 per cent of pensionable remuneration, of which the employing member organization pays 15.8 per cent and the participant 7.9 per cent.

7. Consequently, as from January 1990, the statement of earnings and deductions of each participant in UNJSPF indicates a deduction of 7.9 per cent of his/her pensionable remuneration to reflect his/her monthly pension contribution.

Annex I

PENSIONABLE REMUNERATION FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

(in United States dollars)

Effective 1 February 1990

| | | | | | S | T | E | P | S | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Level | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | |
| Under-Secretary-General | | | | | | | | | | | | | | |
| USG | 124 664 | | | | | | | | | | | | | |
| Assistant-Secretary-General | | | | | | | | | | | | | | |
| ASG | 115 269 | | | | | | | | | | | | | |
| Director | | | | | | | | | | | | | | |
| D-2 | 96 113 | 98 575 | 100 929 | 103 390 | | | | | | | | | | |
| Principal Officer | | | | | | | | | | | | | | |
| D-1 | 83 901 | 86 019 | 88 126 | 90 243 | 92 361 | 94 468 | 96 468 | | | | | | | |
| Senior Officer | | | | | | | | | | | | | | |
| P-5 | 75 549 | 77 323 | 78 957 | 80 611 | 82 364 | 83 901 | 85 654 | 87 298 | 89 072 | 90 706 | | | | |
| First Officer | | | | | | | | | | | | | | |
| P-4 | 61 219 | 62 983 | 64 745 | 66 380 | 68 271 | 69 916 | 71 560 | 73 087 | 74 839 | 76 732 | 78 494 | 80 246 | | |
| Second Officer | | | | | | | | | | | | | | |
| P-3 | 50 051 | 51 813 | 53 469 | 54 995 | 56 630 | 58 274 | 60 037 | 61 692 | 62 983 | 64 627 | 66 154 | 67 561 | 69 088 | |
| Associate Officer | | | | | | | | | | | | | | |
| P-2 | 40 537 | 41 945 | 43 246 | 44 643 | 46 062 | 47 353 | 48 761 | 50 051 | 51 577 | 52 996 | 54 404 | | | |
| Assistant Officer | | | | | | | | | | | | | | |
| P-1 | 31 840 | 33 023 | 34 077 | 35 140 | 36 312 | 37 366 | 38 656 | 39 957 | 41 246 | 42 418 | | | | |

Annex II

PENSIONABLE REMUNERATION FOR STAFF IN THE FIELD SERVICE CATEGORY

(in United States dollars)

Effective 1 February 1990

| Level | I | II | III | IV | V | S T E P S VI | VII | VIII | IX | X | XI | XII | XIII |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Principal Field Service Officer II FS-7 | 59 490 | 61 148 | 62 806 | 64 464 | 66 121 | 67 779 | 69 437 | 71 094 | 72 752 | 74 410 | | | |
| Principal Field Service Officer I FS-6 | 49 067 | 50 167 | 51 266 | 52 365 | 53 465 | 54 564 | 55 663 | 56 763 | 57 862 | 58 962 | | | |
| Senior Field Service Officer FS-5 | 38 790 | 39 801 | 40 812 | 41 823 | 42 834 | 43 845 | 44 856 | 45 867 | 46 878 | 47 888 | 48 899 | 49 910 | 50 921 |
| Intermediate Field Service Officer FS-4 | 31 812 | 32 697 | 33 581 | 34 466 | 35 351 | 36 236 | 37 121 | 38 005 | 38 890 | 39 775 | 40 660 | 41 544 | 42 429 |
| Junior Field Service Officer FS-3 | 25 713 | 26 552 | 27 412 | 28 261 | 29 111 | 29 960 | 30 830 | 31 722 | 32 604 | 33 496 | 34 378 | 35 302 | 36 227 |
| Security Officer FS-2 | 22 563 | 23 294 | 24 026 | 24 757 | 25 487 | 26 229 | 26 992 | 27 745 | 28 509 | 29 271 | | | |
| Messenger FS-1 | 20 027 | 20 586 | 21 144 | 21 704 | 22 349 | 23 005 | 23 649 | 24 305 | 24 950 | 25 595 | | | |

UNITED
NATIONS

ST

Secretariat

ST/IC/1990/11
2 February 1990

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: ACTION TAKEN BY THE GENERAL ASSEMBLY ON PERSONNEL QUESTIONS DURING THE FORTY-FOURTH SESSION*

1. During its forty-fourth session, the General Assembly adopted the following resolutions and decisions relevant to personnel questions and the conditions of service of the staff: resolutions 44/185 A, B, C and D (Personnel questions); resolution 44/186 (Respect for the privileges and immunities of officials of the United Nations and specialized agencies and related organizations); resolution 44/198 (United Nations common system: report of the International Civil Service Commission); resolution 44/199 (United Nations Pension System); decision 44/439 (Amendments to the Staff Rules); and decision 44/440 (Respect for the privileges and immunities of officials of the United Nations and specialized agencies and related organizations). The present circular gives a brief account of the main provisions of these resolutions and decisions.

## I. PERSONNEL QUESTIONS

2. In resolution 44/185 A the Assembly urged the Secretary-General to make every effort to recruit nationals of unrepresented and underrepresented Member States, including candidates successful in the national competitive examinations.

3. The Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and other Member States with inadequate representation at those levels, bearing in mind that no post should be considered the exclusive preserve of any Member State

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* Personnel Manual Index No. 150.

or group of States with due regard to the principle of equitable geographical distribution.

4. The Assembly also requested the Secretary-General to complete his efforts towards the development of a comprehensive career development plan for all staff that allows for fair and transparent post-bidding throughout the Secretariat by integrating the vacancy management programme, ensures adequate, equitable and transparent promotion procedures and recognizes merit through a rational performance evaluation and reporting system, and to develop a personnel policy to increase the mobility of staff, keeping in view the functional requirements of the Organization.

Administration of justice in the Secretariat

5. In resolution 44/185 B the Assembly welcomed the further improvement in the internal justice system and the considerable progress achieved, and endorsed the report of the Secretary-General. 1/

6. The Assembly requested the Secretary-General to proceed without delay with the promulgation of disciplinary rules effective 1 January 1990 and to continue with the reforms in the administration of justice in the Secretariat, in particular with regard to improving the informal procedures for amicable settlements of staff grievances.

Improvement of the status of women in the Secretariat

7. In resolution 44/185 C the General Assembly reaffirmed the goal of increasing the number of women in posts subject to geographical distribution to 30 per cent of the total by 1990.

8. The Assembly urged the Secretary-General to strengthen his efforts to increase the number of women in posts subject to geographical distribution in particular at the senior and policy-formulating levels.

9. The Assembly requested the Secretary-General to increase the representation of women from developing countries, including at the senior and policy formulating levels, in view of the small proportion of women from these countries.

10. The Assembly also requested all Member States to support the efforts of the Secretary-General by nominating more women candidates and encouraging more women to apply for posts subject to geographical distribution, in particular those at the senior and policy formulating levels.

11. In seeking to achieve more tangible progress for women in the Secretariat, the Secretary-General was requested not to lose sight of equality of opportunity for all staff in the Secretariat.

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1/ A/C.5/44/9.

12. The General Assembly requested the Secretary-General to report on all aspects of the status of women in the Secretariat in one single document, taking into account the importance of comprehensiveness, transparency and analysis in the presentation, and to make this information available to all relevant bodies as set out in General Assembly resolutions and paragraph 358 of the Nairobi Forward-looking Strategies for the Advancement of Women.

Mandatory age of separation for new staff members

13. In resolution 44/185 D, the Assembly approved an amendment to United Nations staff regulation 9.5 with effect from 1 January 1990 to provide that the mandatory age of separation for staff members appointed on or after 1 January 1990 shall be age 62, on the understanding that age 60 will continue to apply as the mandatory age of separation for those staff members who are currently in active service (see also para. 38 below).

Respect for the privileges and immunities of officials of the United Nations and specialized agencies and related organizations

14. By its resolution 44/186, the General Assembly recalled under Article 100 of the Charter of the United Nations, that each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities and that the Secretary-General and the staff shall refrain from any action which might reflect on their position as international officials responsible only to the Organization.

15. The Assembly noted with grave concern the report submitted by the Secretary-General 2/ and in particular the reported case of abduction and killing as well as the, once again, very high number of new cases of arrest and detention and the negative developments in respect of various previously reported cases. The Assembly also noted with concern the restrictions on duty travel of officials, took note with concern of the information in the report related to taxation on salaries and emoluments as well as the status, privileges and immunities of officials and deplored the increase in the number of cases in which the safety, functioning and well-being of officials had been placed in jeopardy. It also deplored the substantially increased number of cases of arrest or detention for which the organizations of the United Nations system have not been able fully to exercise their rights.

16. By the same resolution, the Assembly called upon all Member States scrupulously to respect the privileges and immunities of all officials of the United Nations, the specialized agencies and related organizations and to refrain from any acts that would impede such officials in the performance of their functions, thereby seriously affecting the proper functioning of the organizations. It also urged those Member States holding officials under arrest or

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2/ A/C.5/44/11.

detention to enable the Secretary-General or the executive head of the organization concerned fully to exercise the right of functional protection inherent in the relevant multilateral conventions and bilateral agreements, particularly with respect to immediate access to detained staff members. The Assembly called upon all Member States otherwise impeding officials in the proper discharge of their duties to review the cases mentioned in the Secretary-General's report and to co-ordinate efforts with the Secretary-General or the executive head of the organization concerned to resolve every case with all due speed.

17. The Assembly called upon the Secretary-General to take the necessary measures in order to promote knowledge of and compliance with the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment, including the principle that all persons under arrest or detention be provided whenever necessary with medical care and treatment. It also called upon the staff fully to comply with the provisions of Article 100 of the Charter and with the obligations resulting from the Staff Regulations and Rules of the United Nations, in particular regulation 1.8.

18. The Assembly welcomed the efforts undertaken by the Secretary-General that had led to the release of many staff members who were previously reported as being under arrest or detention. It also welcomed the Secretary-General's determination to work together with the respective executive heads and with the authorities of Governments concerned to ensure strict implementation of the international agreements concerning privileges and immunities of international organizations and their officials.

19. The General Assembly called upon the Secretary-General to intensify his efforts to bring about an expeditious solution of the cases still pending and called upon him, as chief administrative officer of the United Nations, to continue personally to act as the focal point in promoting and ensuring the observance of the privileges and immunities of officials by using all such means as are available to him. It urged him promptly to follow up all cases of arrest, detention and any matters relating to the security and proper functioning of officials and requested him, as Chairman of the Administrative Committee on Co-ordination, to review and appraise the measures already taken to enhance the proper functioning, safety and protection of international civil servants.

Decisions on personnel questions

(a) Amendments to the Staff Rules

20. By decision 44/439 the General Assembly took note of the report of the Secretary-General on amendments to the Staff Rules. 3/

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3/ A/C.5/44/2.

(b) Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations

21. By decision 44/440 the General Assembly requested the Secretary-General to intensify his efforts to make his report on the respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations available to Member States well in advance of its consideration of this subject in order to enable Member States to undertake a review of its contents in advance of their discussion.

## II. CONDITIONS OF SERVICE

22. By resolution 44/198, section I, adopted on 21 December 1989, the General Assembly approved most of the proposals presented in the report of the International Civil Service Commission (ICSC) on the comprehensive review of the conditions of service of the staff in the Professional and higher categories, 4/ which was the result of a collaborative effort initiated by the General Assembly in 1987 and involving ICSC and the administrations and staff representatives of the organizations of the United Nations common system. Some questions remain for the Commission and the Assembly to discuss in 1990, notably the possibility of removing the housing element from the post adjustment, thus separating it from the rest of the remuneration package.

23. The measures approved by the General Assembly, most of which will take effect on 1 July 1990, will have an impact on all Professional staff of the common system, increasing salaries, simplifying the post adjustment system, improving the structure of the salary scales and enhancing the conditions of service in the field. The main provisions are highlighted in the following paragraphs.

Salary scales and salaries

24. The General Assembly approved with effect from 1 July 1990 a new salary scale for the Professional and higher categories (annexed hereto). This scale incorporates the following features:

(a) An increase in net emoluments (base salary plus post adjustment) by an amount equivalent to 5 per cent on average at the base of the system, New York. At other duty stations, the revised post adjustment will be determined so as to provide for an adjustment of net emoluments equivalent in amount to that applicable in New York at the same date. For example, if upon implementation a person at the mid-point of the scale in New York (P-4 step VI) receives an increase of $250 a month, the post adjustment at each duty station will be determined so as to provide

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4/ Official Records of the General Assembly, Forty-fourth Session, Supplement No. 30 (A/44/30), vols. I and II; as well as related documentation (Official Records of the General Assembly, Forty-fourth Session, Supplement No. 9 (A/44/9), A/C.5/44/14, A/C.5/44/16, A/C.5/44/18 and A/C.5/44/20).

for every P-4 step VI an increase of $250 a month. At each duty station the amount of the increase for other levels and steps will vary as a result of structural changes in the scale.

(b) The consolidation of 12 multiplier points in the net base salary. A new floor salary replaces the previous floor of minus 5 points of post adjustment and assures Professional staff a minimum salary equivalent to that of comparable United States employees in Washington, D.C. No duty station will now have a negative post adjustment.

(c) Elimination of "regressivity" in the post adjustment system. As a result, one point of post adjustment will equal one per cent of net salary at each level and it will therefore no longer be necessary to publish scales of post adjustment. As of 1 July 1990, each 5 per cent movement in the cost of living will be reflected fully in the post adjustment.

(d) Introduction of structural changes in the salary scale, including additional steps in grades P-2 to D-2 to be granted on a bi-annual basis. This will respond to the problem of staff who are "blocked" at the top step of the grade. The value of two full steps will be paid on promotion rather than a single step as at present. At the same time, the value of annual increments will be slightly reduced.

(e) Revised rates of staff assessment for staff members without a dependent spouse or a dependent child.

Margin and comparator

25. The General Assembly confirmed that salaries at the base of the system (New York) should continue to be determined by reference to those of the comparator national civil service, which remains the United States Federal Civil Service. ICSC will develop a methodology to check on the best-paid national civil service; this check will be carried out at five-year intervals. United Nations pay will continue to reflect a positive differential over United States Federal Civil Service pay (the "margin"). The margin will be allowed to fluctuate freely within a 10 to 20 per cent range over a five-year cumulative period beginning in 1990, as long as the average of successive margins by the end of the period is around 15 per cent. Some changes were also agreed in the methodology for calculating the margin.

Post adjustment

26. At its summer session, ICSC took decisions within its own authority with a view to simplifying the post adjustment system and making it more responsive to changes. These involve, in particular, the establishment of common weights, a reduction in the list of items for use in cost-of-living surveys, the uniform treatment of out-of-area expenditures in all duty stations, and the use of external data sources. All these measures, taken together, will ensure better protection of incomes in both hard and soft currency duty stations and will permit the elimination of special measures adopted for that purpose in the past.

Mobility and hardship

27. The General Assembly adopted all of ICSC's proposals for improving conditions of service in the field, with effect from 1 July 1990. The centerpiece of these proposals is a mobility/hardship allowance, which replaces separate incentives paid through the mobility and field elements of the current assignment allowance and hardship incentives such as the 18-month home leave cycle. In the future, this allowance, which on average provides increased incentive amounts, will directly reflect hardship and mobility in a cumulative manner, in a matrix. It will be payable as a lump-sum at the beginning of an assignment.

28. The matrix reflects percentages of net base pay. Increasing levels of hardship and increasing mobility would each yield higher percentages of net base salary as an incentive.

| | Assignment number | | | | |
|---|---|---|---|---|---|
| Location a/ | 1 | 2 | 3 | 4 | 5 or more |
| | (entitlement as a percentage of base salary) | | | | |
| H | 0 b/ | 0 b/ | 0 b/ | 4 b/ | 6 b/ |
| A | 5 | 15 | 17 | 19 | 21 |
| B | 13 | 23 | 25 | 27 | 29 |
| C | 20 | 30 | 32 | 34 | 36 |
| D | 25 | 35 | 37 | 39 | 41 |
| E | 30 | 40 | 42 | 44 | 46 |

a/ H = Headquarters, North American and European duty stations and similar designated locations;

A = Field duty stations with 24-month home leave cycle;

B = Field duty stations with 18-month home leave cycle under the current system;

C = Field duty stations with 12-month home leave cycle;

D = Field duty stations with 12-month home leave cycle and financial incentive level I;

E = Field duty stations with 12-month home leave cycle and financial incentive level II.

b/ Plus 3 per cent at headquarters duty stations for non-removal cases.

/...

29. Several aspects of the manner in which the allowance will be paid under the hardship and mobility matrix merit attention. For example, there will be differentiation by salary level. The basic amounts will be determined by reference to percentages at the mid-point in the base salary scale (P-4 step VI). These basic amounts will be payable to staff at the P-4 and P-5 levels: for the P-1 to P-3 levels these amounts will be 13 per cent lower, and for D-1 and above, they will be 13 per cent higher. The rate for staff without dependants will be increased from 50 per cent to 75 per cent of the rate for staff with dependants. "Assignment" will comprise the movement of a staff member to a new duty station for a period of one year or more which involves the "installation" of the staff member at that duty station. The hardship component is payable from the first assignment. The mobility component, however, is payable only after five consecutive years of service and in a second or subsequent duty station. After five consecutive years at the same duty station the percentage in the matrix will be reduced by 10 per cent to reflect non-mobility.

Assignment grant

30. A new assignment grant, payable both at headquarters and in the field, replaces part of the previous assignment allowance not taken into account in the mobility/hardship allowance, the present installation grant and the pre-departure allowance. In the field, it will comprise 30 days' daily subsistence allowance (plus 15 days' daily subsistence allowance for each accompanying dependant) and a lump-sum payment equivalent to two months' net base salary. For headquarters duty stations and similar designated locations, the assignment grant will consist of 30 days' daily subsistence allowance (plus 15 days' daily subsistence allowance for each accompanying dependant) and a lump-sum payment equivalent to one month's salary at the new duty station at the staff member's grade and step.

31. The 12-month home leave cycle will continue in its present form at locations with hardship levels C, D and E in the matrix. The 18-month home leave entitlement will be discontinued and locations with hardship level B will revert to a 24-month cycle. The 18-month home leave entitlement will be replaced through the matrix by a monetary compensation.

Allowances

32. The General Assembly approved, with effect from 1 July 1990, the recommendation of ICSC that the allowance in respect of a disabled child should be double the amount of the children's allowance. As regards separation payments, the Assembly agreed that the lump-sum payable in lieu of unused annual leave should be calculated on the basis of the net base salary plus post adjustment at the duty station from which the staff member separates rather than using the present scale of separation payments. All other separation payments (such as termination indemnity, death grant and repatriation grant) will be calculated on the basis of the new floor salary scale.

Other issues taken up in resolution 44/198

33. In sections II and III of resolution 44/198, the General Assembly took the following actions related to the report of ICSC:

(a) In section II, the Assembly requested the Secretary-General, together with the other executive heads of the organizations of the common system and after consultations with the representatives of the staff participating in the Commission, to review the functioning of the Commission;

(b) In section III, the Assembly commended to the attention of the governing bodies of the organizations of the common system the Commission's recommendations to increase the mandatory age of separation to age 62 for staff entering service on or after 1 January 1990. The Assembly also urged the organizations to provide the fullest information to ICSC on the introduction of special measures for the recruitment of women. Lastly, in this resolution the Assembly requested the Secretary-General to contact those Member States that have not so far provided information on supplementary payments and deductions to seek their co-operation in providing such information forthwith, so that ICSC could complete its study, which should also include a review of the impact of the introduction of the revised remuneration package on practices currently in effect. The Assembly also requested the Secretary-General and the executive heads of the specialized agencies to take appropriate steps to bring an end to these practices.

Conclusion

34. Given the continuing climate of budgetary austerity in the United Nations, the outcome of the session of the General Assembly can be seen as a step towards re-establishing the competitiveness of the conditions of service for staff in the Professional and higher categories and, in particular, for staff serving in the field. ICSC has been urged by the Assembly to complete its review of the remuneration package in 1990. The Commission has also been mandated to conduct a series of surveys to implement and test various aspects of the new package, including place-to-place surveys.

35. With the introduction of this broad series of changes in the remuneration package, many administrative issues and procedures will obviously need to be reviewed and revised. This will be done in the weeks to come, both in consultation with other organizations of the United Nations system and with representatives of the staff so that the measures decided by the General Assembly can be implemented on 1 July 1990, with a smooth transition from the present arrangements.

## III. UNITED NATIONS PENSION SYSTEM

36. General Assembly resolution 44/199, adopted on 21 December 1989, introduced changes in the Regulations of the United Nations Joint Staff Pension Fund and in the pension adjustment system. 5/ In particular, these changes comprised measures to restore the actuarial balance of the Fund and modified procedures for adjusting the scale of pensionable remuneration of staff in the Professional and higher categories.

37. Four measures were adopted, for implementation effective 1 January 1990, which will reduce the existing imbalance of 2.71 per cent of pensionable remuneration:

(a) For participants entering or re-entering the Fund on or after 1 January 1990, the normal retirement age under the Fund's Regulations will be 62 (instead of 60);

(b) Cost-of-living adjustments of the deferred retirement benefits of participants who separate on or after 31 December 1989 will commence only when they reach age 55 (instead of age 50 for those who separated before that date);

(c) For participants entering or re-entering the Fund on or after 1 January 1990 and who separate before age 57, the reduction factors applicable to early retirement benefits for ages 55 and 56 will be 6 per cent for each year; and

(d) The rate of contribution will be increased from 22.5 per cent to 23.7 per cent of pensionable remuneration, i.e. from 7.5 to 7.9 per cent for the participant and from 15 to 15.8 per cent for the employing organization.

38. The increase in the normal retirement age - the age at which a participant becomes eligible to receive a full retirement benefit - applies only to staff members appointed on or after 1 January 1990. This should be distinguished from the mandatory age of separation. The mandatory age of separation, being a personnel policy issue, was also reviewed by ICSC. The Commission, which took into account the recommendation made by the Pension Board on the normal retirement age, recommended to the General Assembly and to the legislative bodies of the other organizations in the common system that, for new staff members, the mandatory age of separation also be increased to age 62. The General Assembly approved the proposed increase in the mandatory age of separation to 62 for United Nations staff members appointed on or after 1 January 1990, on the understanding that age 60 would continue to be the mandatory age of separation for staff members currently in service (see para. 13 above).

39. The Pension Board and the Commission reported to the General Assembly on the arrangements they had agreed upon to ensure full co-operation between them in the conduct of the comprehensive review of the pensionable remuneration of staff in the Professional and higher categories in 1990. They also reported on the evolution of the scale of pensionable remuneration of such staff since the last comprehensive

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5/ See A/44/9, A/44/30, A/44/682 and A/C.5/44/6.

review in 1986. The ratio of United Nations pensionable remuneration to the United States Federal Civil Service had increased from 119.7 in April 1987 to 130.1 in May 1989. This increase was due to: (a) the widening of the cost-of-living differential between New York and Washington; and (b) the procedure whereby pensionable remuneration is adjusted by the average percentage increase in net remuneration in New York, multiplied by 1.22. The 1.22 factor was introduced at the time of the last comprehensive review because, given the progressive nature of tax rates, the percentage increase in gross remuneration in the United States Federal Civil Service tended to be higher than the resulting percentage increase in net remuneration. However, changes have since taken place in United States tax laws, including the adjustment of tax brackets according to cost-of-living movements. As a result, there is little to no difference between the percentage increases in gross and net remuneration in the United States Federal Civil Service. Application of the 1.22 factor on the occasion of the three increases in the United Nations pensionable remuneration over the last two years has, therefore, contributed 2.8 percentage points to the widening of the United Nations/United States pensionable remuneration ratio.

40. The General Assembly decided, as recommended by ICSC, to modify the procedure for adjusting pensionable remuneration for the Professional and higher categories, by eliminating the use of the 1.22 factor and by reducing the next increase in pensionable remuneration by 2.8 percentage points. Such an increase will take place when a new class of post adjustment becomes due in New York. The Assembly also decided that, with the introduction of the restructured salary scale for the Professional and higher categories for implementation on 1 July 1990, a corresponding restructured scale of pensionable remuneration should be determined by ICSC and implemented as of the same date.

41. The Commission and the Pension Board were requested to study, in the framework of the comprehensive review, the desirability of establishing a margin range between the pensionable remuneration of staff in the Professional and higher categories and of staff in comparable grades in the comparator civil service.

42. A more detailed presentation of the decisions on pensions taken by the Assembly, as well as on other pension matters, is contained in the annual letter of the Secretary of the United Nations Joint Staff Pension Board to the participants and beneficiaries of the Fund.

Annex

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

effective 1 July 1990

(in United States dollars)

| | Steps | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Level | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
| USG Gross | 121 635 | | | | | | | | | | | | | | |
| Net D | 73 050 | | | | | | | | | | | | | | |
| Net S | 65 255 | | | | | | | | | | | | | | |
| ASG Gross | 110 000 | | | | | | | | | | | | | | |
| Net D | 67 000 | | | | | | | | | | | | | | |
| Net S | 60 485 | | | | | | | | | | | | | | |
| D-2 Gross | 89 189 | 91 251 | 93 313 | 95 375 | 97 438 | 99 500 | | | | | | | | | |
| Net D | 56 070 | 57 163 | 58 256 | 59 349 | 60 442 | 61 535 | | | | | | | | | |
| Net S | 51 423 | 52 369 | 53 316 | 54 262 | 55 209 | 56 156 | | | | | | | | | |
| D-1 Gross | 78 333 | 80 068 | 81 834 | 83 600 | 85 366 | 87 132 | 88 898 | 90 664 | 92 430 | | | | | | |
| Net D | 50 300 | 51 236 | 52 172 | 53 108 | 54 044 | 54 980 | 55 916 | 56 852 | 57 788 | | | | | | |
| Net S | 46 393 | 47 236 | 48 047 | 48 857 | 49 668 | 50 479 | 51 289 | 52 100 | 52 910 | | | | | | |
| P-5 Gross | 68 611 | 70 180 | 71 748 | 73 317 | 74 885 | 76 454 | 78 022 | 79 591 | 81 181 | 82 779 | 84 377 | 85 975 | 87 574 | | |
| Net D | 45 050 | 45 897 | 46 744 | 47 591 | 48 438 | 49 285 | 50 132 | 50 979 | 51 826 | 52 673 | 53 520 | 54 367 | 55 214 | | |
| Net S | 41 659 | 42 423 | 43 186 | 43 950 | 44 714 | 45 478 | 46 242 | 47 006 | 47 747 | 48 481 | 49 214 | 49 948 | 50 681 | | |
| P-4 Gross | 55 818 | 57 320 | 58 822 | 60 324 | 61 825 | 63 327 | 64 829 | 66 356 | 67 885 | 69 415 | 70 944 | 72 474 | 74 004 | 75 533 | 77 063 |
| Net D | 38 050 | 38 876 | 39 702 | 40 528 | 41 354 | 42 180 | 43 006 | 43 832 | 44 658 | 45 484 | 46 310 | 47 136 | 47 962 | 48 788 | 49 614 |
| Net S | 35 346 | 36 091 | 36 836 | 37 581 | 38 325 | 39 070 | 39 815 | 40 560 | 41 305 | 42 050 | 42 795 | 43 540 | 44 285 | 45 030 | 45 775 |
| P-3 Gross | 45 088 | 46 449 | 47 811 | 49 172 | 50 533 | 51 895 | 53 256 | 54 618 | 56 015 | 57 425 | 58 836 | 60 247 | 61 658 | 63 069 | 64 480 |
| Net D | 31 950 | 32 726 | 33 502 | 34 278 | 35 054 | 35 830 | 36 606 | 37 382 | 38 158 | 38 934 | 39 710 | 40 486 | 41 262 | 42 038 | 42 814 |
| Net S | 29 825 | 30 528 | 31 230 | 31 933 | 32 635 | 33 338 | 34 040 | 34 743 | 35 443 | 36 143 | 36 843 | 37 543 | 38 242 | 38 942 | 39 642 |
| P-2 Gross | 35 831 | 37 007 | 38 183 | 39 359 | 40 536 | 41 712 | 42 888 | 44 064 | 45 249 | 46 467 | 47 684 | 48 902 | | | |
| Net D | 26 490 | 27 184 | 27 878 | 28 572 | 29 266 | 29 960 | 30 654 | 31 348 | 32 042 | 32 736 | 33 430 | 34 124 | | | |
| Net S | 24 856 | 25 488 | 26 119 | 26 751 | 27 383 | 28 014 | 28 646 | 29 277 | 29 908 | 30 537 | 31 165 | 31 793 | | | |
| P-1 Gross | 26 857 | 27 916 | 28 975 | 30 034 | 31 128 | 32 221 | 33 315 | 34 408 | 35 519 | 36 649 | | | | | |
| Net D | 20 970 | 21 637 | 22 304 | 22 971 | 23 638 | 24 305 | 24 972 | 25 639 | 26 306 | 26 973 | | | | | |
| Net S | 19 779 | 20 394 | 21 009 | 21 624 | 22 238 | 22 851 | 23 465 | 24 078 | 24 689 | 25 296 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.

UNITED NATIONS

ST

Secretariat

ST/IC/1990/12
5 February 1990

INFORMATION CIRCULAR

To: Members of the staff

From: The Under-Secretary-General for Administration and Management

Subject: AUDIT OF TAX REIMBURSEMENT: SPECIAL ADVISORY GROUP*

1. The comprehensive audit of United States tax reimbursements, the purpose of which was explained in ST/IC/86/67 of 19 December 1986, is now nearing its conclusion. The overwhelming majority of staff members eligible for reimbursement of their United States Income Tax have complied with the requests of the Internal Audit Division (IAD) and provided confirmation that monies paid by the Organization have in fact been used for the purposes intended as certified by them in their F.65 forms. Those cases where IAD reported a discrepancy were referred to the Accounts Division for further review of the financial aspects, and for recovery where necessary. The Office of Human Resources Management (OHRM) is conducting a further review of disciplinary aspects.

2. In view of the complexity of the cases, the Secretary-General hereby establishes a Special Advisory Group to assist him in reviewing those cases which, on the basis of an OHRM review, appear to call for disciplinary measures. The Advisory Group will provide an added measure of protection to all parties against the possibility of error, and ensure that the considerations set out in ST/IC/86/67 are consistently taken into account. The Advisory Group in no way supersedes or replaces the procedures set out in chapter X of the Staff Rules.

3. The Advisory Group will comprise three members, appointed after consultation with representatives of the staff.

4. The Group will determine its own rules of procedure.

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* Personnel Manual Index No. 3091.

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